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Contract Database Metadata Elements

Title: **Levittown Union Free School District and Levittown Non-Instructional Unit #7551, CSEA Local 1000, AFSCME, AFL-CIO, Nassau Education Local 865 (2012)**

Employer Name: **Levittown Union Free School District**

Union: **Levittown Non-Instructional Unit #7551, CSEA, AFSCME, AFL-CIO**

Local: **Nassau Education Local 865, 1000**

Effective Date: **07/01/2012**

Expiration Date: **06/30/2017**

PERB ID Number: **5458**

Unit Size:

Number of Pages: **43**

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3/22/16

AGREEMENT

by and between the

**LEVITTOWN UNION FREE
SCHOOL DISTRICT**

and the

**LEVITTOWN UNIT #7551 of the
NASSAU EDUCATIONAL LOCAL 865 of the
CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
AFSCME Local 1000, AFL-CIO**

July 1, 2012 – June 30, 2017

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
ARTICLE I	Recognition	1
ARTICLE II	Fair Practices	2
ARTICLE III	Membership Dues Checkoff	2
ARTICLE IV	No Strike Pledge	2
ARTICLE V	Board & District Policies, Practices & Regulations	2
ARTICLE VI	Conformity to Law – Savings Clause	3
ARTICLE VII	Legislative Action	3
ARTICLE VIII	Personnel Files	3
ARTICLE IX	Probation & Evaluation	3
ARTICLE X	Consultations	4
ARTICLE XI	Labor Management Committee	4
ARTICLE XII	Grievance & Arbitration	4
ARTICLE XIII	In-service Education	6
ARTICLE XIV	Leaves	6
ARTICLE XV	Attendance Incentive	9
ARTICLE XVI	Disability Insurance	9
ARTICLE XVII	Insurance	9
ARTICLE XVIII	Holidays	10
ARTICLE XIX	Health Plan	11
ARTICLE XX	Supplemental Benefits	12
ARTICLE XXI	Retirement	13
ARTICLE XXII	Paydays	13
ARTICLE XXIII	Advancement on Salary Schedule	14
ARTICLE XXIV	Salary Increases	14
ARTICLE XXV	Vacations	15
ARTICLE XXVI	Assault on Employees	17
ARTICLE XXVII	Rights of the Association	17
ARTICLE XXVIII	Miscellaneous	17
ARTICLE XXIX	Office and Clerical Employees	19
ARTICLE XXX	Manual Employees	21
ARTICLE XXXI	Transportation	24
ARTICLE XXXII	Teacher Aides	25
ARTICLE XXXIII	Registered & Licensed Practical Nurses	26
ARTICLE XXXIV	School Monitors (*Previously School Assistants)	27
ARTICLE XXXV	Duration of Agreement	27
	Alphabetical Index	29-32

3/22/16

This Agreement entered into as of the 24th day of June 2015 by and between the Levittown Union Free School District, Levittown, NY ("the District") and the Levittown Unit #7551 of the Nassau Education Local #865 of the Civil Service Employees Association, Inc., AFSCME Local 1000, AFL-CIO ("the CSEA"), for and on behalf of itself and the employees now employed or hereafter employed by the District in the bargaining unit hereafter defined.

WITNESSETH:

WHEREAS, the District has voluntarily adopted the practices and procedures of collective negotiations as a peaceful, fair, and orderly way of conducting relations with District employees insofar as these practices and procedures are consistent with functions and obligations of the District pursuant to the law, and are consonant with the paramount interests of the school children, the school system and the public; and

WHEREAS, the CSEA has demonstrated that it represents a majority of the employees employed by the District in the bargaining unit hereafter defined and, in accordance with Board of Education policy, has been duly recognized as the exclusive representative for all of these employees ("the employees"); and

WHEREAS, the parties desire to cooperate in establishing conditions that will produce the best possible education for the District's children;

NOW, THEREFORE, in consideration of the mutual promises and obligations herein contained, the parties agree as follows:

ARTICLE I: RECOGNITION

The Board recognizes the CSEA as the exclusive negotiation representative of the bargaining unit consisting of all of the non-instructional employees of the District, including manual, office and clerical employees, teacher aides, school monitors, bus drivers, bus attendants, registered nurses, licensed practical nurses, monitors, business machine operators, accountant and control clerk, principal account clerk, information technicians, occupational therapists, but excluding supervisory office clerical employees, Supervisor of Transportation, Assistant Supervisor of Transportation, Supervisor of Buildings and Grounds, Supervisor of Operations, Purchasing Agent, secretary to the Superintendent of Schools, secretaries to the Assistant Superintendents, and the confidential position of senior personnel clerk and personnel clerk for non-instructional employees. All employees except office and clerical employees; teacher aides, registered nurses, licensed practical and monitors are referred to as "manual employees".

This recognition shall remain in effect as provided by the Taylor Law provisions and the New York State Civil Service Law. As soon as a valid election request is filed, all negotiations for a new agreement shall cease for all titles affected by the petition.

Nothing contained in this Agreement shall: (1) prevent any employee organization with members in the bargaining unit from being received by the Board or its designee for the purpose of presenting the views of those employees as long as (a) the CSEA is informed and granted the opportunity to have a representative present; and (b) negotiations with the CSEA precede changes or modifications in terms and conditions of employment resulting from this presentation of views; or (2) prevent any individual employee from processing a grievance hereunder; or (3) deny any employee rights pursuant to New York State Civil Rights Law Section 15, State Education Law or Civil Service Law and Regulations.

ARTICLE II: FAIR PRACTICES

The CSEA agrees to represent equally all employees without regard to membership or participation in the CSEA or membership or participation in any other employee organization.

The CSEA agrees to continue to admit employees to membership and participation in its affairs without discrimination on the basis of race, creed, color, national origin or sex. The District agrees to continue its policy of not discriminating against any employee on the basis of race, creed, color, national origin or sex.

ARTICLE III: CHECKOFF

1. The District agrees to honor voluntary individual written authorizations on a District form for the deduction of CSEA membership dues and life insurance and to those deductions to the CSEA. Authorizations shall be submitted to the Business Office not later than September 1st and December 1st, and equal deductions shall be made on each payday beginning with the first payday in October and January respectively, and ending June 30th, the last payday. There shall be no separate dues deduction for state, national, or other regional organizations with which the CSEA is associated.

2. The CSEA shall certify to the Superintendent or the Superintendent's designee its annual membership dues and life insurance and any change thereto. The CSEA hereby releases the District, its officials, agents, and employees from any responsibility for the use or application of dues or life insurance premiums once they have been transmitted to the CSEA.

3. To the extent permitted by law, and subject to any mandatory grace periods as may exist pursuant to law, each employee who is not a member of the CSEA, and all new employees who do not join the CSEA shall, as a condition of employment, pay agency shop fees to the Association. The CSEA shall promptly notify the District, in writing, of the amount of the fees and any subsequent change in amount on the effective date or dates of changes.

The CSEA has created a fully legal refund procedure for agency fee payers who object to illegal expenditures, and shall otherwise deal with the funds and with agency fee payers in a lawful and proper manner. In the event that the District incurs any liability for damages and litigation expenses, or any other expenses whatsoever, in connection with the agency shop fee deduction, the CSEA agrees to indemnify the District and to hold it harmless for those expenses and damages.

ARTICLE IV: NO STRIKE PLEDGE

The CSEA and the District recognize that strikes and other forms of work stoppages by the employees are contrary to law and public policy. The CSEA and the District subscribe to the principle that differences shall be resolved by peaceful, appropriate means without interruption of the school program. The CSEA, therefore, agrees that there shall be no strike, work stoppage, or other concerted refusal to perform work by the employees and that the CSEA shall not encourage, instigate, or condone same.

ARTICLE V: BOARD AND DISTRICT POLICIES, PRACTICES AND REGULATIONS

1. All District policies, regulations and practices not expressly supplanted by the terms of this Agreement shall remain in effect subject to the Board's or Superintendent's power to change the same. If any policy, regulation or practice is inconsistent with the express terms of this Agreement, then the terms of this Agreement shall control to the extent inconsistent.

2. Should the Board or Superintendent consider changing, adding or deleting policies, practices or regulations that have a direct effect upon the terms and conditions or employment of employees then, except in an

emergency, the CSEA shall receive written notice thereof at least five (5) working days prior to the date the Superintendent submits a recommendation thereon to the Board or, in the event no recommendation is submitted, five (5) working days prior to the date the same is scheduled for formal action by the Board. Upon written request of the CSEA, and absent an emergency, the Superintendent shall meet and consult with the CSEA before submitting a recommendation to the Board, or absent a recommendation, before the Board takes action.

ARTICLE VI: CONFORMITY TO LAW – SAVINGS CLAUSE

1. If any provision of this Agreement, or the enforcement or performance of any provision of this Agreement, is or shall at any time be contrary to law, then the provision shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiations with the CSEA.

ARTICLE VII LEGISLATIVE ACTION REQUIRED FOR IMPLEMENTATION (PURSUANT TO CIVIL SERVICE LAW SECTION 204-a)

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE VIII: PERSONNEL FILES

Each employee shall have the right, upon request, to review the contents of his/her own personnel file. The review shall be made in the presence of the administrator responsible for the safekeeping of the file.

Privileged information, including confidential credentials and related personal references, shall not be subject to review. If the privileged information be disclosed without the employee's consent to any third person or institution, then the information shall also be furnished to the employee.

ARTICLE IX: PROBATION AND EVALUATION

1. The duration of a probationary appointment shall be as required by applicable law.

2. There shall be evaluations of job performance periodically throughout employment. The first evaluation shall take place within five (5) months following the beginning of employment and evaluations shall take place annually thereafter. Evaluations shall include a discussion of an employee's strengths and weakness, and shall include suggestions for improving job performance. The evaluation of office and clerical employees shall be made by the immediate head of a school, department, office or by a central office administrator.

3. Evaluation of employees shall be conducted openly and with full knowledge of the employee, and shall include appropriate suggestions for improvement. Space shall be provided for the employee to sign the evaluation form. The signature of the evaluation form by the employee does not indicate approval or disapproval, but only that a copy was received and read. A written reaction may be appended to the final copy of the evaluation report, which shall be filed at the Personnel Office and distributed to personnel who normally receive copies of the evaluation report. In the event the employee does not sign the evaluation form, the originator of the evaluation report shall indicate that the employee refused to sign the evaluation report. Effective June 24, 2015, all employee signatures and reactions must be submitted within 10 working days after receipt of the document.

ARTICLE X: CONSULTATIONS

Upon written request of either party, meetings shall be held between representatives of the CSEA and the Superintendent or the Superintendent's designee to consult on matters of concern to either party. The request shall state the reason for the meeting.

The parties shall consult regarding newly created job titles that fall within the bargaining unit.

ARTICLE XI: LABOR – MANAGEMENT COMMITTEE

A Labor-Management Committee shall be established. It shall be composed of four (4) employees, appointed by the CSEA, and four (4) members appointed by the Superintendent of Schools. This committee shall meet six (6) times a year, two (2) hours per meeting. The four (4) representatives will be paid for one (1) hour of each meeting, the other hour of the meeting to be held on the representative's own time.

ARTICLE XII: GRIEVANCE AND ARBITRATION

The parties declare it to be their objective to encourage fair and prompt resolution of complaints as they arise and to provide orderly procedures for the satisfactory adjustment of complaints.

1. Disputes, complaints, controversies or grievances that there has been a violation of the terms of this Agreement (effective June 24, 2015, an alleged violation of a specific provision of the Agreement) shall be processed as follows:

2. Conferences and hearings shall be conducted at a time and place that will afford a fair and reasonable opportunity for all persons entitled to be present to attend. Conferences or hearings shall be held during non-working hours wherever possible. If conferences or hearings are held during working hours, persons entitled to participate shall be excused without loss of pay, and there shall be no interference with school operations.

3. A grievance shall be asserted at the applicable first step within thirty (30) days of the occurrence of the act complained of. Failure to assert a grievance at the first step within these thirty (30) days shall be deemed abandonment of the grievance. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limits shall be deemed acceptance of the decision rendered at that step. Failure at the first three (3) steps in the procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved to proceed to the next step. The parties may, by mutual written agreement, extend the specified time limits.

4. Steps in the grievance procedure may be by-passed where the position of the person complained against makes a particular step inapplicable; i.e., a complaint against a supervisor shall be initiated at STEP III with the Superintendent.

5. A grievant may be represented by the CSEA at any or all steps in the grievance procedure. Nothing shall be construed to prevent any employee from presenting or processing a grievance. Nor shall an employee be denied his/her rights pursuant to applicable Civil Service Laws and Regulations or Civil Rights Law Section 15.

6. The CSEA shall have the right to initiate or appeal a grievance at the request of one or more employees or as a class action on behalf of one or more employees subject to the rights of the grievant set forth in paragraph E. The grievance shall be initiated with the appropriate District representative(s) pursuant to STEP II or at STEP III as set forth in paragraph D.

7. Nothing contained in this Article shall apply to any matter as to which:
- (1) a method of review is prescribed by Civil Service Laws or Regulations, or
 - (2) the Board of Education is without authority to act.

STEP I

An informal conference shall be held between the grievant and the person or persons complained against within five (5) working days of the assertion of the grievance. A decision on the grievance shall be communicated in writing to the grievant within four (4) working days of the conference.

STEP II

If the grievance is not resolved at STEP I, the aggrieved may, within five (5) working days of receipt of the STEP I decision, appeal to the building principal, or immediate department supervisor where there is no building principal, or to the Superintendent or the Superintendent's designee when the building or department supervisor is the person complained against. The grievant shall submit the grievance in writing on the District grievance form together with all other relevant data.

The building principal, or the immediate department head, or the Superintendent or the Superintendent's designee, shall confer with the grievant within five (5) working days of receipt of the written grievance and the relevant data. The decision will be noted on the grievance form and the form returned to the grievant within four (4) working days of the conference.

STEP III

If the grievance is not resolved at STEP II, the aggrieved may appeal to the Superintendent or the Superintendent's designee by submitting the grievance in writing together with the relevant data within five (5) working days of receipt of the STEP II decision. The Superintendent or the Superintendent's designee shall confer with the grievant within five (5) working days of receipt of the written grievance and the relevant data. The Superintendent or the Superintendent's designee shall note his/her decision on the grievance form and return the form to the grievant within six (6) working days.

STEP IV

If the grievance is not resolved at STEP III, the grievant (effective June 24, 2015, the CSEA) shall have ten (10) working days in which to submit the grievance to the American Arbitration Association for the designation of an arbitrator. The ten (10) days shall commence upon receipt of the STEP III decision. Both designation of the arbitrator and the arbitration proceedings shall be conducted in accordance with the applicable Voluntary Labor Tribunal rules of the American Arbitration Association. Effective June 24, 2015, the first three sentences of this paragraph will be revised to read, "If the grievance is not resolved at STEP III, the CSEA will have 10 business days within which to submit the grievance to arbitration. Arbitration will be invoked by the Association with notice to the Superintendent of Schools to be sent by, at a minimum, certified mail, return receipt requested. Within 10 business days of receipt of the CSEA's written notification that it is invoking arbitration, the Superintendent of Schools or designee will assign the next available arbitrator from the parties' grievance arbitration panel. Arbitration will be conducted before a rotating panel comprised of the following arbitrators: Jacquelin Drucker, Philip Maier and David Stein. Any arbitrator(s) may be removed from the panel by a party upon written notice to the other to be received by that party by not later than December 1 each calendar year. Should this occur, the parties will immediately meet to attempt to agree upon a replacement(s). Failure to agree upon a replacement(s) will not be subject to the grievance or arbitration procedure, PERB or court jurisdiction, or other third party review except that, if the panel contains fewer than two names for one or more months, then a party will have the unilateral option, on written notice to the other, to replace the panel for grievances not then pending with arbitration through the AAA as

specified in the 2007-2012 Agreement. Arbitrators will be selected on a rotating basis in alphabetical order and written notification of the arbitrator selected will be sent out on a form to be prepared by the District. Arbitrations will be assigned to arbitrators in the order in which they are received by the Superintendent of Schools. The Superintendent of Schools' assignment of arbitrators will constitute a ministerial act, and will not constitute participation by the District in the arbitration for purposes of preventing the District from filing an application to stay arbitration pursuant to New York Civil Practice Law and Rules Section 7503. If the District elects to file an application to stay an arbitration, it must do so within 20 calendar days after its receipt of the Association's notice of demand for arbitration in accordance with the New York Civil Practice Law and Rules Section 7503." The arbitrator shall submit the decision or award in writing within thirty (30) days after conclusion of the hearing. Copies of the decision shall be sent to the grievant, the CSEA, the Superintendent and the Board. The decision or award of the arbitrator shall be final and binding. The cost of arbitration shall be shared 50% by the District and 50% by the CSEA or the grievant, as the case may be.

The arbitrator shall have jurisdiction and authority to decide whether provisions of this Agreement have been complied with. The arbitrator shall not have jurisdiction or authority to add to, subtract from or alter in any way the provisions of this Agreement.

ARTICLE XIII: INSERVICE EDUCATION

Where the Superintendent requires an employee to attend an in-service course, the District shall pay any required tuition and also pay for time spent attending the course at the employee's regular hourly rate. The District, however, may grant compensatory time within the school year in lieu of payment of the employee's regular hourly rate for the time spent attending the course.

ARTICLE XIV: LEAVES

Employees shall be entitled to the following leaves of absence each year:

1. Personal Business

Personal business day leave, with pay, shall be granted to all full-time and hourly employees who are regularly scheduled to work five (5) days for fifteen (15) or more hours per week (twelve (12) or more hours per week for school monitors, kindergarten aides and LAP aides) to transact personal business that may not be transacted except on a work day. Personal business leave may not be utilized for vacation, recreation or other employment. Personal leave may be granted for the following reasons:

- (1) Religious Holiday¹
- (2) Illness in the Immediate Family²
- (3) Marriage
- (4) Necessary Court Appearance (other than jury duty)
- (5) Home Title Closing
- (6) Moving

Personal leave for reasons other than those listed may be taken only upon prior written approval of the Superintendent or the Superintendent's designee. There shall be a maximum of four (4) hours of paid leave annually for cancer screening scheduled if needed during regular work hours.

¹ Office and clerical employees, regardless of their religious denomination, may take off three (3) of the religious closing days in the school calendar, and those days shall be charged against personal business days.

² "Immediate Family" means spouse, parent (or substitute parent), child, brother or sister.

A) Personal Business Days – Full-Time Employees (Twelve (12) Month employees) with more than one (1) year of continuous service shall receive five (5) personal business days, in advance, on July 1st of each year. Ten and one half (10 ½) and ten (10) month employees with more than one (1) year of continuous service shall receive four (4) personal business days, in advance, on July 1st of each year.

B) Full-time employees with less than one (1) year of continuous service shall earn personal business days on a monthly prorated basis. If the employee uses personal business days before they are earned, the employee shall be docked accordingly. However, if by the end of the school year the employee has not used in excess of his/her yearly allotment, the employee will be paid for each personal business day used for which the employee was docked.

Unused personal business days may be applied to accumulated sick leave.

Personal Business Days – Hourly Employees

Hourly employees regularly scheduled to work five (5) days for fifteen (15) or more hours per week (twelve (12) hours or more per week for school monitors and kindergarten aides) shall, after their first full year³ of school employment, receive two (2) prorated personal business days on July 1st each year. Unused personal business days convert to sick days and may be applied to accumulated sick leave. LAP aides meeting the above criteria (5 days/12 hours) shall also be entitled to this benefit. LAP aides are not entitled to convert unused personal days to sick days.

Personal leaves for manual employees may be denied if, in the opinion of the Superintendent or the Superintendent's designee, the leave will adversely affect District operations.

2. Bereavement

Full-time employees with less than one (1) year of employment shall be granted up to three (3) days absence with pay to be deducted from personal business days. All full-time and hourly employees with more than one (1) year of continuous service shall be granted up to five (5) bereavement days for death in the immediate family (effective June 24, 2015, including Grandparents, Mother-in-Law and Father-in-Law) (three (3) paid bereavement days and, if eligible, two (2) days charged to personal business days).

3. Jury Duty

Employees shall be granted leave for jury duty on county, state or federal juries. An employee who receives notice to serve as a juror shall promptly advise the Superintendent or the Superintendent's designee by providing a copy of the notice. The District may, for a good cause, request that jury duty be deferred if the request is in the District's best interest.

When an employee serves as a juror, he or she shall be paid his/her full salary, and shall turn over to the District any fees or payment received for serving as a juror except traveling expenses and meal money.

4. Sick Leave

Full-time employees shall receive sick leave as follows:

12 days sick leave for 12 month personnel

11 days sick leave for 10 ½ month personnel

³ The term "first full year" (for hourly employees) shall mean hired on payroll on or before September 30th and remain on payroll through the end of their scheduled work year.

10 days sick leave for 10 month personnel

Employees shall earn sick days on a monthly prorated basis. After two (2) years of employment, employees earn four (4) sick days on July 1st, and the remaining days on a monthly prorated basis.

Routine health and dental examinations and other procedures that may be attended to during non-working times shall not be deemed personal illness. An employee may accumulate sick days equal to the length of the work year (12 month employees 260 days, 10 ½ clerical employees 228 days, 10 month clerical employees 217 days, and 10 month employees 180 days). Sick leave may be extended by the Board for prolonged illness but without pay if it exceeds accumulated sick leave.

Hourly employees regularly scheduled to work five (5) days for fifteen (15) or more hours per week (12 or more hours per week for school monitors and/or kindergarten aides) shall, after their first full school year* of employment, receive four (4) prorated sick days on July 1st each year. Employees may accumulate up to twelve (12) sick days. This benefit is not extended to LAP aides.

*The term "first full school year" (for hourly employees) shall mean hired on payroll on or before September 30th and remain on payroll through the end of their scheduled work year.

After three (3) consecutive days of absence or where there is a discernible pattern of absence of less than three days, an employee may be required to furnish a doctor's note.

In all cases of absence in excess of five (5) consecutive working days, the Superintendent or the Superintendent's designee may require, as a condition of returning to work after injury or illness, that an employee submit a doctor's statement certifying readiness to return to work. In addition, the District, at its option, may also require a certificate after three (3) days if the examination is made by the District's doctor or at the District's expense.

If an employee has five (5) or more days of unexcused absences, whether or not contiguous, he/she may be required to attend an internal administrative hearing before the Superintendent or the Superintendent's designee, together with CSEA representation, at which the employee shall have the right to explain him/herself; following which, at the discretion of the Superintendent (or his/her designee), the employee may be suspended for no more than thirty (30) days without pay and, upon a second offense within eighteen (18) months, may be terminated. The determination of the Superintendent (or his/her designee) shall be final and not subject to review in any forum. In addition, if three (3) or more days of unexcused absences, whether or not contiguous, occur before or after holidays or weekends, the employee shall be subject to the same discipline as above. The District does not hereby waive its rights pursuant to Civil Service Law Section 75. This is an additional remedy to that available pursuant to Civil Service Law Section 75. Excused absences include: pre-approved personal business days, bereavement days, jury duty days, vacation days, sick days with a medical doctor's note or any other excused absence pre-approved by a central office administrator.

5. Job Injury

Employees absent because of injury arising out of and in the course of employment shall be granted sick leave with full salary, which shall not exceed accumulated sick leave. Any Workers' Compensation received by an employee who is on sick leave shall be returned to the District, and the money shall be converted into unused days of sick leave and credited to accumulated sick leave.

6. Childcare Leave

Childcare leave of up to one (1) school year shall be granted to all full-time employees without pay or salary increments. Leaves of this type may be extended in special circumstances, upon the recommendation of the Superintendent and the approval of the Board of Education.

7. Leave (Absence Without Pay)

The District shall grant a leave of absence without pay or salary increment of up to one (1) year for the purpose of caring for a sick member of the immediate family or for care of a dependent child where required, in the event of the death of a spouse. Additional leave may be granted at the discretion of the Superintendent.

ARTICLE XV: ATTENDANCE INCENTIVE

1. Full-Time Employees

If, as of July 1st of any year, a full-time employee has used (during the previous school year) no more than six (6) sick and/or personal business days, the employee may sell back excess sick/personal business days accrued during the prior year at the rate of one (1) for three (3) provided the employee has no less than 180 days to total accrued sick days remaining.

2. Hourly Employees

Hourly employees shall receive an attendance bonus at the end of each full school year worked, as follows:

No days out	5 days pay
1 Day out (excused or unexcused)	3 days pay
2 Days out (excused or unexcused)	2 days pay
More than 2 days out	No Bonus Pay

Note: Any part of a day equals one (1) day.

All hourly employees hired on payroll between July 1st and December 31st and who remain on payroll through the end of their scheduled work year shall be eligible for the attendance bonus on July 1st. All hourly employees hired on payroll between January 1st and June 30th and who remain on payroll through the end of the following full scheduled work year shall be eligible for the attendance bonus the following July 1st.

ARTICLE XVI: DISABILITY INSURANCE

The District shall provide disability benefits, equivalent to the benefits provided pursuant to the New York State Disability Law, to its full-time employees and to hourly employees whose regularly scheduled hours per week equal or exceed those required for them to be eligible for health insurance coverage, at no cost to the employee.

Employees will be required to use their accumulated sick days prior to receiving disability benefits. After employees have exhausted their accumulated sick days, they will be entitled to receive disability benefits equivalent to the disability benefits pursuant to New York State Law. Employees who do not have any accumulated sick leave will not receive any benefits until seven (7) consecutive calendar days have passed.

ARTICLE XVII: INSURANCE

Employees may participate in the life insurance and/or accident insurance programs, provided that the full cost of participation is at employee's expense and the insurance carrier is approved by the Board.

ARTICLE XVIII: HOLIDAYS

Employees shall be granted fourteen (14) paid holidays plus two (2) additional half-day paid holidays as follows:

Independence Day*	Christmas Day	Memorial Day
Labor Day	New Year's Day	
Columbus Day	Martin Luther King, Jr. Day	
Veterans Day	Lincoln's Birthday	
Thanksgiving Day	Washington's Birthday	
Day Following Thanksgiving	Good Friday	

A holiday to be mutually agreed upon between the District and the CSEA one year in advance.

When Columbus Day, Veterans Day, Lincoln's Birthday or Washington's Birthday falls on a school day, it will be rescheduled to a day when school is not in session and that is mutually agreeable to both the CSEA and the Superintendent.

The last non-instructional workday before Christmas (1/2 day) and the last non-instructional workday before New Year's Day (1/2 Day) are half-day holidays, except where they would interfere with the normal operation of the District. As has been established in past practices and procedures, compensatory half-days shall be given, and which shall be designated upon mutual agreement between the Superintendent or the Superintendent's designee and the CSEA President.

*Ten (10) and ten and one-half (10 ½) month employees are not entitled to Independence Day.

Holidays that fall on a Sunday shall be celebrated the following day. Should a holiday fall on a Saturday, a District-wide compensatory day off shall be granted. The compensatory day shall be designated upon mutual agreement for all employees, except those who are required by regularly scheduled District operation to work on the compensatory day. The compensatory day for the latter group of employees shall be designated upon mutual agreement. An employee required to work on the compensatory day due to a non-scheduled District operation shall be paid for that day, plus time and a half for the hours worked in lieu of another compensatory day.

HOLIDAY PAY – HOURLY EMPLOYEES

Hourly employees regularly scheduled to work five (5) days for fifteen (15) or more hours per week (twelve (12) or more hours per week for school monitors and/or kindergarten aides) shall, after their first full school year* of employment, be eligible during each subsequent full year of employment, for pay for the following holidays:

Thanksgiving Day	Christmas Day
Day Following Thanksgiving	New Year's Day
	Martin Luther King, Jr. Day

This benefit is not extended to LAP aides.

*The term "first full school year" (for hourly employees) shall mean hired on payroll on or before September 30th and remain on payroll through the end of their scheduled work year.

The pay for each holiday shall be the employee's hourly rate times the number of hours worked per day.

ARTICLE XIX: HEALTH PLAN

Employees shall be permitted, except as provided herein, to participate in the State Health Plan pursuant to the rules and regulations of the New York State Department of Civil Service, Health Insurance Section, Albany, New York. Notwithstanding the foregoing, the District has the right to change health insurance carriers provided that, thirty (30) days prior to the decision to make the change, notice is given to the CSEA. Any change may be made only if the benefits and the level of benefits for employees provided by the new plan are the same as the benefits pursuant to the New York State Plan at the time of notice of withdrawal from that plan was given, except that the District is not obligated to provide a plan that has a participating provider benefit.

Contributions by the District for the classes of employees presently covered by the State Health Plan shall be eighty-five (85%) for individual coverage, and eighty percent (80%) for family coverage. The District's contribution toward individual and family coverage for all employees hired on or after June 24, 2015 shall be 77.5%. These percentages are in relation to the premium cost of the New York State Health Plan.

All employees who work twenty (20) hours a week or less shall not be eligible for health insurance. All people employed before January 1, 1983 who presently receive health insurance shall continue to receive health insurance as long as they continue to work at least twenty (20) hours per week.

Effective June 24, 2015, if two persons are currently receiving (or are eligible to receive) family health insurance benefits through the District, only one shall be permitted to continue to receive family level coverage.

All employees who work more than twenty (20) hours but less than full-time (full-time is defined as: clerical 35 hours per week, manual [custodial, maintenance, transportation, groundskeepers, audio-visual, security] 40 hours per week, nurses 32 ½ hours per week, teacher aides 30 hours per week, school assistants 32 ½ hours per week), shall not be entitled to health insurance until they have worked one full year

Retirees shall be entitled to the same health insurance benefits upon the same conditions, including the District paid percentage of the health insurance premiums, as provided to active employees.

Notwithstanding the above, upon retirement, employees hired after July 1, 1988 shall be entitled to health insurance paid for by the District in the following percentage:

Number of Years In Levittown School District	District Contribution for Individual Coverage	District Contribution for Family Coverage
10-14	50%	35%
15-19	60%	45%
20-24	70%	60%
25-29	80%	70%
30 or over; retiring on or prior to 7/1/10	90%	80%
30 or over; retiring after 7/1/10	85%	85%

This benefit shall continue only as long as the District pays for health insurance premiums for retirees hired prior to July 1, 1988.

Employees covered by another health insurance plan through a spouse or other family member may forego coverage pursuant to the District's health insurance plan. An employee who has had coverage for three (3) years may give up that coverage and will be compensated at the end of one year without coverage in a gross amount equal to forty percent (40%) of the premium saved by the District.

This benefit is available for each year the employee is not enrolled in the District's health insurance plan. Non-retirees who go off payroll during the waiver year will have their benefit prorated if the period during which they are off payroll is no more than six (6) months and lose the benefit if the period off payroll exceeds six (6) months. An employee who had District-provided health insurance on the effective date of this Agreement need not be covered for three years to obtain this benefit. An employee who withdraws may resume coverage at any time subject to the rules and regulations of the carrier.

All employees employed prior to July 1, 1988 who were not covered by District-provided health insurance on July 1, 1988 are not entitled to this benefit until they have completed three (3) years in either family or individual coverage. All full-time employees hired after July 1, 1988 must be employed for six (6) months before they can forego individual coverage pursuant to this section, or must have family coverage for three (3) years to be eligible for payment.

All eligible hourly employees hired after July 1, 1988 have to be enrolled in the District's health insurance plan for three (3) years, whether family or individual, before they are eligible for this benefit.

The CSEA acknowledges that the District will implement NYSHIP Policy Memorandum 122r3, effective January 1, 2016, unless and until it is finally vacated or set aside by a court or other adjudicatory body. In that event, the preexisting terms and conditions of employment affected by NYSHIP Policy Memorandum 122r3 will be reinstated as soon as is permitted by applicable laws, rules and regulations. Also, in that event, effective and retroactive to January 1, 2016, any employee who, during the 2016 or subsequent calendar year: (i) was eligible for the District's then existing health insurance buyout benefit for that year; and (ii) timely, fully and accurately submitted to the District the required health insurance opt-out documentation; and (iii) subsequently declined Empire Health Insurance Plan coverage through the District's health insurance plan; and (iv) remained otherwise eligible for insurance coverage through the District or through his/her spouse's employer's health insurance plan or his/her own non-District health insurance plan; and (v) did not receive a health insurance buyout payment from either the District or indirectly through his/her spouse's employer or the employee's other health insurance plan provider; and (vi) due to the District's implementation of NYSHIP Policy Memorandum 122r3 did not receive a buyout payment for that year, will receive a payment in the amount set forth in this Article. Nothing contained in this paragraph will be construed as waiving the rights of the District, Association or employees or bargaining unit-represented retirees to commence or join any litigation challenging NYSHIP Policy Memorandum 122r3 (other than litigation challenging the validity of this Agreement). Implementation includes, but is not limited to, revising the second sentence to read as follows: "An employee who has had coverage for three years may give up District coverage and will be compensated at the end of one year without District coverage in a gross amount equal to 40% of the premium saved by the District, provided that the employee's alternative coverage is other than through the NYSHIP." Implementation also includes adding the following to the end of the ninth paragraph: "An employee wishing to reenroll in the NYSHIP prior to the end of the buyout period must provide the District with adequate documentation establishing the employee's eligibility to reenroll."

ARTICLE XX: SUPPLEMENTAL BENEFITS

The District shall contribute to the supplemental benefit fund for a dental plan and other fringe benefits as may be determined by the CSEA, as follows: \$541,917. The District will pay the lesser of this amount or the cost of benefits provided during the 07/08 school year.

Supplemental Benefits Provided by CSEA

Pre 5/21/1998 employment date

Full-time and hourly (regularly scheduled to work over 20 hours per week) including retirees:

- No waiting periods

- Equinox Dental Plan
- Platinum 12 Plus Vision Plan
- Life Insurance (active employees only)

Part-time regularly scheduled to work minimum 10 hours (maximum 20 hours) per week:

- One year waiting period
- Platinum 12 Plus Vision Plan – individual coverage only

Post 5/21/1998 employment date

Full-time and hourly (regularly scheduled to work over 20 hours per week):

- Six (6) month waiting period for full-time and one (1) year waiting period for part-time employees
- Sunrise Dental Plan
- Silver 24 Vision Plan

Part time regularly scheduled to work minimum 10 hours (maximum 20 hours) per week:

- One (1) year waiting period
- Silver 24 Vision Plan – individual coverage only

LAP aides and employees working less than ten (10) hours per week, substitutes, and all others: no supplemental benefits.

ARTICLE XXI: RETIREMENT

The District shall cover employees for retirement pursuant to the laws pertaining to the New York State Employees' Retirement System. The District shall provide the New York State 75i Retirement Plan. Eligible employees are extended the benefits of Option 41-j of the New York State Retirement Plan.

ARTICLE XXII: PAYDAYS

1. The District shall establish paydays on the 15th and the last day of each month. If any payday falls on a holiday, the employees shall be paid on the last workday before the holiday. Overtime pay shall be paid in the same manner as regular salary.

2. Upon notice, the District shall correct an error in an employee's paycheck in two (2) working days.

3. When school is in recess, paychecks will be provided in the normal fashion.

4. Payment in advance of any designated payday shall not be made. If schools are closed on payday, or the employee is not in attendance, the next work day shall be designated as the payday. If an employee expects to be absent on payday, payments will be sent to the employee in a stamped, self-addressed envelope supplied by the employee.

5. SECOND AND THIRD-SHIFT EMPLOYEES

Regular employees who work on the second and third shifts will receive their paychecks the day prior to the regularly scheduled payday at the close of their work shift.

6. Teacher aides, school monitors, registered nurses and licensed practical nurses shall be paid on the teacher payday schedule. They shall receive a written salary statement that shall set forth the annual salary for the ensuing year.

7. Hourly employees regularly scheduled to work five (5) days per week, fifteen (15) or more hours per week (12 or more hours per week for school monitors and/or kindergarten aides) shall be placed on a prorated contractualized salary schedule. The salary schedule can be found on separate salary supplements.

ARTICLE XXIII: ADVANCEMENT ON SALARY SCHEDULE

Employees in twelve (12) month, ten and one-half (10 ½) month and ten (10) month positions appointed to regular full-time employment before January 1st of any year shall be eligible for recommendation and appointment to the next higher salary step on the following July 1st. Employees appointed to regular full-time employment between January 1st and June 30th will receive salary steps on the second following July 1st. All employees appointed to regular full-time employment shall receive longevity steps on July 1st based on years of service counted from the July 1st on which they received their first salary step.

ARTICLE XXIV: SALARY INCREASES

The salary schedules for all employees can be found on separate salary supplements. The salary percentage increases, for all employees, are as follows:

7/1/12-6/30/13: 0%

7/1/13-6/30/14: 0%

7/1/14-6/30/15: 0%

All employees on the payroll on June 24, 2015 will receive an \$850 off-schedule, non-recurring one-time bonus, minus applicable taxes and withholdings, to be paid within 60 calendar days from June 24, 2015.

7/1/15-6/30/16: 2%; step movement for eligible employees will occur on January 1, 2016.

7/1/16-6/30/17: 1%; one-half of the 2016-2017 step movement for eligible employees will occur on July 1, 2016 and the other half of the 2016-2017 step movement for eligible employees will occur on January 1, 2017.

Effective June 30, 2017 at 11:59:59 p.m., full step movement will resume for eligible employees.

Prior Experience for Hourly Employees

At the discretion of the Superintendent, credit for previous related experience will be granted. In no case will that credit be less than one (1) year's credit for each two (2) years' experience in school employment, or one (1) year's credit for each seven (7) years' experience in non-school employment. Credit for prior experience will be granted up to Step 4 placement. The District may grant additional credit at its discretion.

Prior Service in Title as Part-Timer

Upon being hired as a full-time employee, those previously employed part-time by the District in the same title will be given credit for that part-time service in title on a prorated basis and rounded down.

Direct Deposit

Effective July 1, 2015, employees will participate in direct deposit of paychecks and provide the relevant bank account information to the District. The District will provide access to electronic and paper paystubs in accordance with applicable law. An employee who does not have a bank account as of June 24, 2015 will open one by July 1, 2015, even if solely for the purpose of participating in direct deposit of paychecks.

ARTICLE XXV: VACATIONS*

1. Twelve (12) month, full-time employees shall be granted summer vacations as set forth below. Vacation pay shall be in accordance with the years of service completed as of July 1st of a given year.

*Per Diem or hourly paid employees are not entitled to the benefits set forth in ARTICLE XXV.

VACATION TIME (employees hired before 5/21/98)

Less than six (6) months service	FIVE DAYS
More than six (6) months, less than one (1) year	TWO WEEKS
After one (1) year service	TWO WEEKS
After two (2) years' service	TWO WEEKS
After three (3) years' service	THREE WEEKS
After four (4) years' service	THREE WEEKS
After five (5) years' service	FOUR WEEKS
After twenty (20) years' service	TWENTY THREE DAYS

VACATION TIME (employees hired after 5/21/98)

Less than six (6) months	FIVE DAYS
More than six (6) months, less than one (1) year	TWO WEEKS
After one (1) year service	TWO WEEKS
After two (2) years' service	TWO WEEKS
After three (3) years' service	TWO WEEKS
After four (4) years' service	TWO WEEKS
After five (5) years' service	THREE WEEKS
After ten (10) years' service	FOUR WEEKS

During an employee's first year of employment, vacation will be prorated as of July 1 following date of hire, provided that the probationary period has been satisfactorily completed.

**VACATION PAY: for Death Benefit, Termination, Retirement; etc.
(Employees hired before 5/21/98)**

Less than six (6) months	NONE
More than six (6) months, less than one (1) year	.833 days/month not to exceed 5 days
After one (1) year service	.833 days/month not to exceed 10 days per year
After two (2) years' service	.833 days/month not to exceed 10 days per year
After three (3) years' service	1.25 days/month not to exceed 15 days per year
After four (4) years' service	1.25 days/month not to exceed 15 days per year
After five (5) years' service	1.66 days/month not to exceed 20 days per year
After twenty (20) years' service	1.92 days per month not to exceed 23 days per year

VACATION PAY: for Death Benefit, Termination, Retirement; etc.
(Employees hired after 5/21/98)

Less than six (6) months	NONE
More than six (6) months, less than one (1) year	.833 days/month not to exceed 5 days
After one (1) year service	.833 days/month not to exceed 10 days per year
After two (2) years' service	.833 days/month not to exceed 10 days per year
After three (3) years' service	.8333 days/month not to exceed 10 days per year
After four (4) years' service	.8333 days/month not to exceed 10 days per year
After five (5) years' service	1.25 days/month not to exceed 15 days per year
After ten (10) years' service	1.66 days/month not to exceed 20 days per year

Employees who are hired above the first step or employees who are placed on a lower step as a result of a new job title or transfer shall be granted summer vacations and be paid in accordance with the length of service in the District.

Employees who are granted three or four weeks' vacation may be required to take either one or two weeks⁴ of their vacation during the school year upon approval of their immediate supervisor or the Superintendent or the Superintendent's designee.

Twelve (12) month manual employees may be required to schedule their vacation during the summer months or other times when school is not in session.

Manual employees not scheduling summer vacation prior to May 31 may have their vacation time assigned by their immediate supervisor, the Superintendent, or the Superintendent's designee.

All employees having unused vacation days remaining as of February 28th must schedule same by March 1st, or same may be assigned by their immediate supervisor, the Superintendent, or the Superintendent's designee.

Twelve (12) month bus drivers may be required to schedule their vacation during the summer months and/or when bus drivers are not otherwise needed during the school year.

2. Vacation payments shall be made after an employee has earned his/her vacation. Salaries due on a pay period that falls during an employee's vacation shall be paid on the pay period immediately prior to commencement of the vacation, provided:

- (1) the employee requests payment in writing no later than one month prior to vacation; and
- (2) The Business Office is able to schedule the necessary work.

Should an employee become hospitalized while on vacation, the employee shall be granted additional vacation time equal to the number of vacation days lost as a result of the hospitalization, provided that the employee has accumulated sick leave in that amount, in which event the accumulated sick leave shall be reduced accordingly. ~~Upon proof that an employee while on vacation experienced a death in the "immediate family" as defined in ARTICLE XIV, 1; (b), the employee shall be granted additional vacation time to the extent of the employee's entitlement pursuant to ARTICLE XIV, 2, Bereavement, and the entitlement shall be reduced accordingly.~~

Vacation pay earned by a deceased employee, including vacation days earned during the previous year that had not been taken, shall be paid to the estate or family.

⁴ Office and clerical employees may be required to take one week of their vacation during the school year upon approval of their immediate supervisor or the Superintendent or the Superintendent's designee.

Recess Days

Office and clerical employees employed for either twelve (12), ten and one-half (10 ½) or ten (10) months and full time ten (10) month bus drivers shall be granted five (5) recess days with pay.

Manual employees employed for twelve (12) months shall be granted three (3) recess days with pay.

All recess days shall be taken during the Christmas, February and/or Easter recesses. The District shall fix all recess days. The decision to fix the days shall be made by August 1st of each year. Some employees may be designated by administration to receive alternate recess days.

3. The District shall pay employees vacation pay due them at the time of termination of employment provided the termination is not for misconduct.

ARTICLE XXVI: ASSAULT ON EMPLOYEES

An assaulted employee shall submit a written report within two (2) days, or as soon as possible thereafter, of any assault suffered by the employee in connection with the employee's employment and shall submit a signed report to the Superintendent. The Superintendent shall immediately cause an investigation to be made and, on the basis of the investigation, shall take the action that the Superintendent deems appropriate. Upon request of the assaulted employee, the attorney for the District shall inform the employee of his/her rights pursuant to the law.

ARTICLE XXVII: RIGHTS OF THE ASSOCIATION

1. **Meetings**

The CSEA may utilize school facilities for meetings, provided that the meetings are held after school hours, the use of the school facility has been approved in advance by the building principal, and the meeting does not conflict with other school activities.

2. **Conferences of Employee Organizations**

The Superintendent or the Superintendent's designee may approve time off with pay for CSEA representatives while attending conferences or conventions. If approved, this time off shall not be charged as days of personal leave. The District shall not, however, reimburse the expenses of the representatives.

3. **Release Time and Union Telephone**

The President of the CSEA shall be entitled to one paid hour each day to devote to CSEA-District business, with a written schedule provided in advance, and shall have a separate telephone extension at the District's expense.

ARTICLE XXVIII: MISCELLANEOUS

1. The District agrees to provide seniority lists for hourly employees to the CSEA.

2. Whenever a school building is in use by a group of students or a community group, a Custodian shall be present.

3. The District and the CSEA agree that they will participate and cooperate in meetings of the Safety Committee.

4. Employees shall not be required to use their personal autos for District business.

5. Emergency School Closings (Inclement Weather)

Clerical staff and bus drivers shall report to, and remain at, work, unless advised by central office administration at management's discretion to leave early, but time lost must be made up within ten (10) business days or, if available, will be charged to personal leave or vacation (otherwise the employee will be docked pay).

In the event the District is closed because of inclement weather, and the clerical staff is directed by the Superintendent not to report to work, then manual employees who must report to work shall be given a compensatory day off for each day school is closed due to inclement weather. The compensatory day(s) shall be determined by the District after review with the CSEA. Some employees may be designated by Central Administration to receive alternate compensatory day(s).

6. The District shall have the right to hire hourly laborers. Hourly laborers shall not regularly work more than (20) hours per week.

7. Electronic timekeeping (swipe cards) will be used by all employees when clocking "in" and "out" both at the beginning and end of shifts, and for breaks when employees leave the premises. Part-time, hourly and substitute employees may be required to use electronic time keeping even if not required for other groups of employees. Maintenance, Grounds and Security employees will log "in" and "out" as directed at each building.

8. All persons hired as substitutes prior to 5/21/98 who continue as substitutes into subsequent years shall be paid on the pre 5/21/98 salary schedule. All pre 5/21/98 substitute employees who are appointed to either regular part-time or full-time positions in any capacity or title shall be paid on the applicable post 5/21/98 salary schedule and be subject to all other terms and conditions applicable to post 5/21/98 employees.

9. All full-time employees and part-time employees employed prior to 5/21/98 who remain in continuous employment with the District, and who change job titles in their respective positions (i.e., part-time to part-time or full-time to full-time), in subsequent years, shall be treated as pre-5/21/98 employees. The change shall be treated as a lateral move pursuant to the terms and conditions of the pre-5/21/98 contract. However, the 10% salary cap rule shall apply. This benefit does not apply to employees moving into a position of hourly bus driver. All pre-5/21/98 part time employees who are appointed to full-time positions after June 10, 1998 will be placed on the applicable Step of the post-5/21/98 salary schedule where their full time hourly rate equals or exceeds the hourly rate they were making as a pre-5/21/98 part time employee, but will be subject to the terms and conditions applicable to post-5/21/98 employees.

10. Compensatory Time:

No employee is to work any hours other than those scheduled, without prior administrative approval. Any permanent changes in schedules or overtime (whether below or above 40 hours per week) require authorization from the Assistant Superintendent for Administration. Employees who are authorized by their designated supervisor to work extra hours will be paid for these hours. ~~If any employee wishes to take compensatory time off on a 1:1 basis up to 40 hours per week, or a 1.5:1 basis over 40 hours per week (exclusive of sick, vacation or holiday pay/time) in lieu of payment, the following two (2) conditions will apply:~~

(1) Prior administrative approval is required.

(2) The time must be used within ten (10) days of the date earned, and the scheduling is subject to administrative approval.

11. All employees required to operate a vehicle in connection with their employment shall be subject to the same drug and alcohol testing provisions applicable to those holding CDL licenses.

ARTICLE XXIX: OFFICE AND CLERICAL EMPLOYEES

1. PRIOR EXPERIENCE

At the discretion of the Superintendent, credit for previous clerical experience will be granted. In no case will that credit be less than one (1) year's credit for each two (2) years' experience in school employment, or one (1) year's credit for each seven (7) years' experience in non-school employment. Credit for prior experience will be granted up to Step 4 placement. That District may grant additional credit placement at its discretion.

Hourly or per-diem employees, either substitute, temporary or regularly assigned, who become full-time employees, shall receive prior experience credit at the rate of one (1) step on the salary schedule, but not to exceed two (2) steps, for each one (1) year FTE of work performed as an employee.

2. JOB TITLES, DESCRIPTION & OPENINGS

Employees shall not perform out-of-title work without the prior written approval of the Superintendent or the Superintendent's designee. All full-time unit job openings shall be posted in each building and a copy sent to the Unit President.

3. ASSIGNMENT, PROMOTION, TRANSFER AND TERMINATION

(1) The Superintendent or the Superintendent's designee may, at their discretion, assign or transfer employees to any school, department, office or other area in the District. The Superintendent shall consider the recommendations or administrators and the desires of employees, including seniority in the job classification in question, in making transfers and job assignments.

(2) Full-time permanent and provisional employees promoted or reclassified in accordance with Civil Service Rules and Regulations, or transferred to a higher paying job title, shall be placed, by lateral move, on the appropriate salary schedules, unless the lateral move results in an increase of more than ten percent (10%), in which event the promoted employee shall be placed on the closest step that does not exceed a ten percent (10%) increase. In no case shall those promoted receive less than a \$100 increase. There will be no loss of accumulated sick leave or vacation entitlement.

(3) Employees temporarily transferred to a higher paying job title for a continuous period in excess of fifteen (15) work days shall, beginning with the sixteenth (16th) work day, be paid at the rate of the higher paying job title, the amount to be prorated where applicable.

(4) TERMINATION

(A) ~~Where reasonably possible and absent unusual circumstances, employees who~~
have been employed in the District for one (1) year or more shall be sent written notice of termination of employment (except termination for cause) by April 15th.

(B) Where such written notice is not reasonably possible or where unusual circumstances have intervened, written notice of termination shall be sent at least thirty (30) days in advance of termination.

(C) Employees sent termination notice as set forth in (a) and (b) above may be reassigned to do work during the period following notice. This work may be at different locations within the

District and outside of job classification if, in the opinion of the administration, work is not available within the job classification, but the relocation or out-of-classification assignment shall be at the rate of pay for the employee's regular job classification.

Except for employees in the civil service whose rights are governed by applicable law, the District shall endeavor to follow seniority for purposes of layoff within each job classification so that the last person hired in each classification shall be the first to be let go provided that, in the opinion of the Superintendent of Schools, the senior employee has skills for the performance of the remaining jobs equal to those of the junior employee.

4. TELEPHONE REIMBURSEMENT

Upon prior approval of the principal, employees who volunteer may call substitute teachers from home. These employees shall be reimbursed as follows:

- (1) Eleven dollars (\$11.00) per month if employed in a school with a faculty and staff of twenty-four (24) persons or less.
- (2) Seventeen and one-half dollars (\$17.50) per month if employed in a school with a faculty and staff of twenty-five (25) to forty-nine (49) persons.
- (3) Twenty-three dollars (\$23.00) per month if employed in a school with a faculty and staff of fifty (50) or more persons.
- (4) The amount due shall be paid in two (2) equal installments on the last working day in the months of January and June.

5. TERMINATION AND LAYOFF – NON COMPETITIVE AND LABOR CLASS EMPLOYEES

After termination or layoff, non-competitive class employees with less than five (5) years of continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

6. WORK YEAR, WORK DAY AND OVERTIME PAY

The work year shall be:

- (1) Twelve,
- (2) Ten and one-half (10 ½) months,
- (3) Ten (10) months.

~~The work year for twelve (12)-month employees shall begin July 1 and terminate on and include June 30 of each school year.~~

The work year for ten and one-half month (10 ½) employees shall begin on September 1 and terminate on and include June 30 of each year and, in addition, each employee shall work a total of eleven (11) days during July and August.

The work year for ten (10) month employees shall begin on September 1 and terminate on and include June 30 of each school year.

The customary work week shall consist of thirty-five (35) hours (excluding lunch), and the customary work day shall consist of seven (7) hours (excluding lunch). Employees shall be entitled to a daily lunch period of one (1) hour, and one fifteen (15) minute coffee break each day. From July 1 through August 15, full-time clerical personnel shall be required to work a 32 ½ hour week (excluding lunch).

The District may require that employees work in excess of seven (7) hours per day or thirty-five (35) hours per week. In this event, employees will be paid at the regular hourly rate up to forty (40) hours per week and at one and one-half (1 ½) times the regular hourly rate for work in excess of forty (40) hours per week. Employees who have worked at least thirty-five (35) hours during the week Monday through Friday shall receive time and one-half (1 ½) pay for work performed on Saturdays, Sundays or holidays. Work performed on Saturdays, Sundays or holidays shall otherwise be paid at straight time. Paid holidays falling within a work week shall be considered as time worked.

Employees working a ten (10) or a ten and one-half (10 ½) month work year and who are required to work prior to September 1 and after June 30 shall be paid therefore at a rate of 1/228th of their ten (10) month annual salary for each additional day worked. Administrators shall endeavor to schedule additional work continuously.

ARTICLE XXX: MANUAL EMPLOYEES

1. ASSIGNMENT, PROMOTION, TRANSFER AND TERMINATION

(1) All openings for full-time unit promotional positions and other full-time positions shall be posted in each building, and a copy sent to the Unit President.

It shall be the guiding philosophy that the interests of the school system are best served by obtaining the most qualified person available to fill each position. When, in the opinion of the Board of Education, all factors are substantially equal, preference will be given to qualified applicants employed in the District.

(2) Full-time permanent and provisional employees promoted or reclassified in accordance with Civil Service rules and regulations or transferred to a higher paying job title shall be placed, by lateral move, on the appropriate salary schedules, unless the lateral move results in an increase of more than ten percent (10%), in which event the promoted employee shall be placed on the closest step that does not exceed a ten percent (10%) increase. In no case shall those promoted receive less than a \$100 increase. There shall be no loss of accumulated sick leave or in vacation entitlement.

(3) Employees temporarily transferred to a higher paying job title for a period in excess of fifteen (15) work days shall, beginning with the sixteenth (16th) work day, be paid at the rate of the higher paying job title, the amount of pay to be prorated where applicable.

(4) Employees transferred to a lower paying position shall continue to be paid the higher rate of pay of the old position. Thereafter, no salary increment or increase shall be paid until accumulated increments exceed the higher rate of pay in effect at the time of transfer. There shall be no loss in accumulated sick leave or vacation entitlement.

(5) The District shall endeavor to follow District-wide seniority for purposes of layoff within each job classification so that the last person hired in each classification shall be the first to be let go provided that, in the opinion of the Superintendent of Schools, the senior employee has skills for the performance of the remaining jobs equal to those of the junior employee.

2. WORK YEAR, WORK DAY AND OVERTIME PAY

The work year shall be:

- (1) Twelve (12) months,
- (2) Ten (10) months.

The work year for twelve (12) month employees shall begin July 1 and terminate on and include June 30 of each school year.

The work year for ten (10) month employees shall begin September 1 and terminate on and include June 30 of each school year.

An employee working ten (10) months who is required to work prior to September 1 and after June 30 shall be paid additionally for the extra work assignment at a rate equal to 1/217th of a ten (10) month annual salary for each additional day worked.

The customary work week shall be Monday through Friday (except Security Personnel, whose customary work week shall consist of forty (40) hours, Monday through Sunday) (excluding lunch), and the customary work day shall consist of eight (8) hours (excluding lunch). Employees shall be entitled to a daily lunch period of one (1) hour. This shall not include custodial employees on the second and third shifts, who shall continue to work the same hours per week as presently, but these employees shall not leave their work stations for meals or for coffee breaks. The employees shall be granted a total of ten (10) minutes to prepare for lunch. At the conclusion of the lunch period, the employees shall immediately resume their work at the job site.

Employees who are classified as Custodians, Maintenance Workers and Groundskeepers will work eight (8) hours a day. During the period commencing July 1 and ending August 15, these employees shall reduce their lunch period from one (1) hour to one-half (1/2) hour, and the work day shall end one-half (1/2) hour earlier than during the rest of the year.

Full-time Security Personnel who are required to work on a holiday as part of their regularly scheduled work day shall be granted compensatory time off on a one-for-one basis (rather than on a premium basis).

The District may require that employees work in excess of eight (8) hours per day or forty (40) hours per week. Employees will be paid their regular hourly rate up to forty (40) hours per week; and at one and one-half (1 ½) times their regular hourly rate for work in excess of forty (40) hours per week, whether the overtime work is required or voluntary. Employees required to work removing snow on paid holidays shall be paid at the rate of two (2) times their regular rate of pay, inclusive of their pay for the holiday. Employees required to work on (1) a Saturday that is not part of the customary work week; or (2) a Sunday or holiday that is not part of the customary work week, shall be guaranteed a minimum of one and one-half (1 ½) hours of work. When employees are directed to change their normal working hours, they will receive a differential in pay. However, they must work at least five (5) days under the adjusted schedule to receive the differential in pay.

Employees will be provided one (1) fifteen (15) minute break period during the day. Should it be necessary, no more than one person shall leave the premises to secure food or beverage for all others.

Employees required to make building checks during a Saturday, Sunday or holiday will be paid at the rate of one and one-half (1 ½) of their regular hourly rate for each hour worked. No building check is to be made if the building is occupied or scheduled to be occupied and an employee is assigned for duty.

With the exception of building checks, overtime will be rotated within the buildings.

There shall be a minimum of a three (3) hour call-in pay for any employee who is called in to do work outside of a regular shift, provided that the time spent on call-in work shall not precede or follow the employee's regular shift.

Bus drivers shall receive two and one-half (2 ½) hours call-in pay.

3. UNIFORM

The District shall provide each manual employee with three (3) uniforms per year. Every second year, the District shall furnish one (1) uniform jacket for each manual employee. The District shall also provide three (3) "T" shirts per year to each full-time manual employee. All manual employees furnished uniforms shall be required to wear the uniform during all hours of employment. It shall continue to be the responsibility of employees furnished uniforms to clean and care for uniforms. A total of six (6) fire safety uniforms shall be provided for each mechanic.

4. SENIORITY

(1) In filling vacancies, seniority shall be measured by length of continuous uninterrupted employment in the District in a craft or job classification.

(2) Seniority shall govern transfers and shift assignments when ability and qualifications of employees are equal. Employees who desire a transfer or a change in shift assignment shall apply in writing to the Personnel Office. Applications on file with the Personnel Office must be renewed in writing by the applicant on each succeeding September 1st and February 1st. Should an applicant be offered a transfer or a new shift assignment and fail to accept same, the employee shall be dropped to the bottom of the transfer list. Should the employee fail to accept two (2) consecutive offers, the employee shall be ineligible for either a transfer or a new shift assignment for one (1) year following the second refusal.

(3) The District may hire substitutes for absentees from its own substitute list. Only if it is unable to do so shall the District then be required to fill vacancies from among the employees assigned to a particular building in which the vacancy occurs, or from a District-wide overtime list, as provided below:

Overtime shall be rotated among employees not assigned to a particular building by seniority when ability and qualifications are equal. The determination of ability and qualifications is to be the responsibility of the Superintendent or Superintendent's designee. Employees assigned to a particular building shall have overtime rotated within each particular building by seniority when ability and qualifications are equal. After all full-time employees assigned to a particular building have been given the opportunity to perform overtime work and have declined the overtime work, the following program shall be followed.

A) A District-wide overtime list shall be established by job classification.

~~B) The overtime list shall be composed of employee volunteers who shall be listed within job classification in order of District-wide seniority.~~

C) The CSEA shall designate a representative and shall give his/her name to the Superintendent or the Superintendent's designee.

D) The CSEA representative shall be afforded a reasonable time to fill the overtime position from the District-wide overtime list within applicable job classifications.

E) Should the CSEA representative be unable within a reasonable time to fill the overtime position, then the District shall have an unrestricted right to fill the position with either full- or part-time employees.

(4) The District shall establish and maintain up-to-date seniority lists that shall be made available to the CSEA and centrally posted. New employees shall be added to the seniority list upon completion of their probationary period.

(5) Full-time employees, excluding bus drivers, shall be given preference over part-time employees to perform work on a premium day when ability and qualifications are equal.

(6) The Superintendent or the Superintendent's designee shall have the right to assign, when necessary, working section chiefs to supervise overtime work regardless of their position on the overtime list.

5. TERMINATION AND LAYOFF – NON COMPETITIVE AND LABOR CLASS EMPLOYEES

After termination or layoff, non-competitive class employees with less than five (5) years of continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

6. PRIOR EXPERIENCE (Custodial, Grounds & Security)

At the discretion of the Superintendent, credit for previous experience will be granted. In no case will that credit be less than one (1) year's credit for each two (2) years' experience in school employment, or one (1) year's credit for each seven (7) years' experience in non-school employment. Credit for prior experience will be granted up to Step 4 placement. The District may grant additional credit at its discretion.

ARTICLE XXXI: TRANSPORTATION

1. All employees hired after May 21, 1998 shall be hired and paid on an hourly basis regardless of the number of hours assigned per day.

2. Work year for all new employees hired after May 21, 1998 shall be the school year plus three (3) weeks between July 1st and August 31st at the District's discretion and direction; however, current employees shall have the pick of summer runs prior to assignment of new employees.

3. Absent an agreement between the District and the employee, all hourly employees shall work a schedule that shall include a maximum of two (2) shifts with a maximum break between shifts of four (4) hours excluding unpaid meal break.

A) Shifts may begin any time after 6AM and run through 8PM.

~~B) Saturday-shifts may be created.~~

4. The transportation supervisor may change run assignments after meeting with the driver and CSEA representative, and citing reason(s) for the change. Any change made shall thereafter be subject to a hearing before the Superintendent or the Superintendent's designee, whose determination shall be final and not subject to review in any forum.

5. For any run(s), if there are no volunteers or other available drivers, the District may assign the run(s) in reverse order of seniority.

6. For each September, all available runs shall be posted and all drivers and chaperones shall make run selections on the basis of seniority. For up to five (5) business days after this initial posting, any change in these runs shall be subject to reselection on the basis of seniority. Seniority lists shall be maintained and provided by the CSEA.

7. The District may contract out work in the transportation department, provided that no employee who is employed as of June 22, 2015 shall be laid off as a result of the contracting out.

8. There shall be a minimum of a two and one half (2 ½) hour call-in pay for any bus driver who is called in to do work outside of their regular shift, provided that the time spent on such call-in work shall not precede or follow the employee's regular shift.

9. All athletic/late bus runs or any additional overtime shall be offered on a rotating basis by seniority through the entire list of all full-time and hourly bus drivers before commencing through the list again with the most senior full-time driver.

10. Up-to-date seniority lists will continue to be posted in the transportation office. The order shall be kept in a manner as to show 12 month drivers, 10 month drivers and part-time drivers in that sequence. The supervisor of transportation shall use these lists for run selection prior to each school year. In addition, it will be used as a guide to designate drivers for other than regular runs such as mid-day, field trips and athletic trips.

11. After termination or layoff, non-competitive class employees with less than five (5) years continuous service, and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

12. At the discretion of the Superintendent, credit for previous experience will be given. In no case will that credit be less than one (1) year's credit for each two (2) years experiences in school employment, or one (1) year's credit for each seven (7) years' experience in non-school employment. Credit for prior experience will be granted up to Step 4 placement. The District may grant additional credit at its discretion.

ARTICLE XXXII: TEACHER AIDES

1. As soon as practicable, and under normal circumstances not later than ten (10) days prior to the beginning of the school year, full-time teacher aides shall be notified of assignments for the following school year. Should abnormal circumstances or conditions arise (i.e., death, resignation, leave of absence, unanticipated change in enrollment) assignments may be changed to meet the situation. Teacher aides shall be promptly notified of the change.

There shall be no permanent involuntary transfer of a teacher aide without prior notice to the teacher aide and an opportunity upon request for the teacher aide to consult with the Superintendent or the Superintendent's designee concerning the reasons for the permanent involuntary transfer.

2. ~~The District shall endeavor to follow seniority for purposes of layoff within each job classification so that the last person hired in each job classification shall be the first to be let go provided that, in the opinion of the Superintendent of Schools, the senior employee has skills for the performance of the remaining jobs equal to those of the junior employee.~~

After termination or layoff, non-competitive class employees with less than five (5) years continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

3. Each District-sponsored in-service course, out-of-service course or college course must be approved, in advance, by the Assistant Superintendent for Instruction, and successfully completed by a teacher aide in order to count as one (1), or more, college credits toward the sixty (60) college credits required for placement on the Teacher Aide II salary schedule.

4. Teacher Aides hired prior to May 21, 1998 and paid on the Teacher Aide I and I-R salary schedules, after completing ten (10) years of service, will thereafter be placed on the Teacher Aide II salary schedule. This placement shall be made by lateral move on the salary schedule.

5. No teacher aide shall be required to participate in an overnight program. Participation shall be voluntary and compensation shall be at the regular rate plus \$20 for each night away from home.

6. Subtractions from a full-time teacher aide's annual salary on account of excess absences or for other appropriate reasons shall be at the rate of 1/200th of the base salary for each day of subtraction.

7. Full-time teacher aides shall be entitled to fringe benefits consisting of those for ten (10) month employees.

8. Teacher aides who work in a program during the summer months of July and August shall be paid at the hourly rate as shown on the post 5/21/98 salary schedule for hourly employees.

9. At the discretion of the Superintendent, credit for previous experience will be granted. In no case will that credit be less than one (1) year's credit for each two (2) years' experience in school employment, or one (1) year's credit for each seven (7) years' experience in non-school employment. Credit for prior experience will be granted up to Step 4 placement. The District may grant additional credit at its discretion.

WORK YEAR, WORK DAY AND OVERTIME PAY

1. Work time conforms to teacher's hours, but not more than thirty (3) hours of assigned duties weekly. Teacher Aide school assignment begins the first day school is in session and ends on the last day of school attended by the pupils. Teacher Aide work assignment and payday schedule shall conform to the teachers.

2. Full-time Teacher Aides will be guaranteed a paid workday of six (6) hours.

3. Time worked in excess of six (6) hours of assigned duties per day shall be accumulated, in full hourly segments, and shall be repaid in compensatory time within ten (10) days of the demand for same having been submitted to the building principal with supporting documentation. In the event the compensatory time is not given within ten (10) days thereafter, payment for the overtime shall be made at time and one-half (1 ½) the hourly rate.

4. Teacher Aides work year shall be 183 days. Full time Teacher Aides salary is based on a 200 day work year inclusive of all holidays. Full-time Teacher Aides shall work the teacher calendar.

ARTICLE XXXIII: REGISTERED AND LICENSED PRACTICAL NURSES

1. Registered Nurses and Licensed Practical Nurses will be paid on an annual basis computed as follows: six and one-half (6 ½) hours per day. Registered Nurses and License Practical Nurses work year shall be 183 days. Registered Nurses and Licensed Practical Nurses salary is based on a 200 day work year inclusive of all holidays. Registered Nurse and Licensed Practical Nurses shall work the teacher calendar.

2. Registered Nurses and Licensed Practical Nurses shall be paid an annual salary that shall be conformed to the teacher work year and payday schedule. They shall receive a written salary statement that shall

set forth the annual salary for the ensuing year. Effective July 1, 2015, Registered Nurses and Licensed Practical Nurses may elect to be paid in 20 or 24 equal installments. If a Registered Nurse or Licensed Practical Nurse elects to be paid in 24 installments, the additional four installments shall be paid on the last pay day of June.

3. Full-time Registered Nurses and Licensed Practical Nurses shall be entitled to fringe benefits granted to ten (10) month employees.

4. After termination or layoff, non-competitive class employees with less than five (5) years continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

5. Full-time Registered Nurses having a Bachelor's Degree shall receive a salary differential of \$2,500 annually, commencing during the next school year following that during which the degree is awarded.

6. Registered Nurses and Licensed Practical Nurses who work in a program during the summer months of July and August shall be paid at the hourly rate for the nurses as shown on the post 5/21/98 salary schedule for hourly employees.

7. At the Discretion of the Superintendent, credit for previous experience will be granted. In no case will that credit, which is granted, be less than one (1) year's credit for each two (2) years' experience in school employment, or one (1) year's credit for each seven (7) years' experience in non-school employment. Credit for prior experience will be granted up to Step 4 placement. The District may grant additional credit at its discretion.

8. Effective July 1, 2015, Registered Nurses and Licensed Practical Nurses who are regularly assigned at least once a week to travel between two or more buildings on the same day will be given a mileage stipend.

ARTICLE XXXIV: SCHOOL MONITORS* (*Previously School Assistants)

1. Full-time School Monitors will be paid on an annual basis computed as follows: six and one-half (6 ½) hours per day. Full-time School Monitors' salary is based on a 200 day work year inclusive of all holidays.

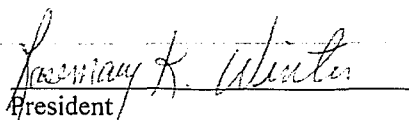
2. Full-time School Monitors will be paid an annualized salary that shall be conformed to the teacher work year and payday schedule. They shall receive a written salary statement that shall set forth the annual salary for the ensuing year.

3. After termination and layoff, non-competitive class employees with less than five (5) years continuous service and labor class employees may appeal to the Superintendent of Schools, or the Superintendent's designee, whose determination shall not be subject to further review in any forum.

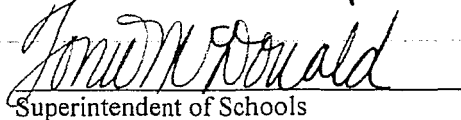
ARTICLE XXXV: DURATION OF AGREEMENT

The term of this Agreement shall be for five (5) years. This Agreement shall be effective as of July 1, 2012 and continue in full force and effect through June 30, 2017.

IN WITNESS THEREOF, the parties hereunto set forth their hands and seals this 11th day of April in the year 2016.



President
Levittown Unit #7551



Superintendent of Schools
Levittown Public Schools

3/22/16

Civil Service Employees Assoc.

Libe Egan 4/11/2016
Labor Relations Specialist
Civil Service Employees Assoc.

WITNESSED BY:

Janet D'Ambrosio

ALPHABETICAL INDEX

<u>SUBJECT</u>	<u>PAGE</u>
<u>A</u>	
Advancement on Salary Schedule	14
Agency Shop (Checkoff)	2
Arbitration	4
Assault on Employees	17
Assignment – Bus Runs (Transportation)	21
Assignment – Teacher Aides	25
Assignment of Working Section Chiefs to Overtime	21
Assignment, Promotion, Transfer & Termination (Clerical)	21
Assignment, Promotion, Transfer & Termination (Manual)	18
Attendance Incentive	9
<u>B</u>	
Bereavement (Leaves)	7
Board & District Policies, Practices & Regulations	2
Building Checks	22
<u>C</u>	
Call-In (Bus Drivers)	23
Call-In (Manual Employees)	23
Checkoff	2
Childcare Leave	8
Clerical Employees	19
Compensatory Time	18
Compensatory Time (Teacher Aides)	26
Conferences of Employee Organizations	17
Conformity to Law-Savings Clause	3
Consultations	4
Contracting Work (Transportation Dept.)	25
Correct Errors in Paychecks	13
Custodian Present – Use of Buildings	17
<u>D</u>	
Disability Insurance	9
District Policies, Practices & Regulations	2
District-Wide Overtime List (Manual Employees)	23
Doctor's Note (Sick Leave)	8
Duration of Agreement	27
<u>E</u>	
Electronic Time Keeping	18
Emergency School Closings (Inclement Weather)	18
Evaluation	3
<u>F</u>	
Fair Practices	2
Fringe Benefits (Registered & Licensed Practical Nurses)	27
Fringe Benefits (Teacher Aides)	26

G

Grievance & Arbitration	4
-------------------------	---

H

Health Insurance "Buy-Out" Option	12
Health Insurance (Retirees)	11
Health Plan	11
Holidays	10
Holidays (Full Time Security Personnel)	22
Holiday Pay (Hourly Employees)	10
Hourly Laborers	18

I

Inclement Weather Days	18
Inservice Courses (Teacher Aides)	23
Inservice Education	6
Insurance	9

J

Job Injury	8
Job Postings (Clerical Employees)	19
Job Postings (Manual Employees)	19
Job Titles, Description & Openings (Clerical Employees)	19
Jury Duty	7

L

Labor Management Committee	4
Layoff Non-Competitive & Labor Class Employees (Clerical)	20
Layoff Non-Competitive & Labor Class Employees (Manual)	20
Layoff Non-Competitive & Labor Class Employees (Reg. Nurses & LPN)	27
Layoff Non-Competitive & Labor Class Employees (School Monitors)	27
Layoff Non-Competitive & Labor Class Employees (Teacher Aides)	25
Layoff Non-Competitive Class Employees (Transportation)	25
Leaves	6
Leave of Absence Without Pay	9
Legislative Action	3
Licensed Practical Nurses	26

M

Manual Employees	21
Meetings	17
Miscellaneous	17

N

Newly Created Job Titles (Consultations)	4
No Strike Pledge	2

O

Office & Clerical Employees	19
Overnight Programs (Teacher Aides)	26
Overtime (Bus Drivers)	25
Overtime (Clerical Employees)	22

Overtime (Manual Employees)	22
Overtime (Manual Employees – District Wide List)	23
Overtime (Teacher Aides)	25

P

Paid Workday (Registered & Licensed Practical Nurses)	26
Paid Workday (School Monitors)	27
Paid Workday (Teacher Aides)	26
Part Time Empl. Appointed to Full Time Positions	18
Paydays	13
Personal Business Days (Leaves)	6
Personnel Files	3
Placement on Teacher Aide II Salary Schedule	26
Preference for Premium Day Overtime (Manual Employees)	24
Prior Experience Credit (Hourly Employees)	14
Prior Experience Credit (Manual Employees)	24
Prior Experience Credit (Office & Clerical Employees)	19
Prior Experience Credit (RN & LPN)	27
Prior Experience Credit (Teacher Aides)	26
Prior Experience Credit (Transportation Employees)	25
Probation & Evaluation	3
Promotion (Clerical Employees)	19
Promotion (Manual Employees)	21

R

Recess Days	17
Recognition	1
Registered Nurses	26
Release Time (CSEA President)	17
Retirement	13
Rights of the Association	17
Rotation of Overtime (Manual Employees)	22
Rotation of Overtime (Transportation Employees)	25

S

Safety Committee	17
Salary Increases	14
Salary Schedules (SEE SEPARATE SALARY SUPPLEMENT)	
Salary for Summer Work (Reg. Nurses & LPN's)	24
Salary for Summer Work (Teacher Aides)	27
School Monitors	26
Seniority for Layoffs (Clerical Employees)	20
Seniority for Layoffs (Manual Employees)	21
Seniority for Layoffs (Teacher Aides)	25
Seniority Governing Transfers (Manual Employees)	23
Seniority Lists (Hourly Employees)	15
Seniority Lists (Manual Employees)	20
Seniority Lists (Transportation Employees)	23
Seniority Measurement (Manual Employees)	24
Seniority Run Selection (Transportation Employees)	24
Shift Assignment (Manual Employees)	23

Sick Abuse Policy	7
Sick Days (Leave)	7
Substitutes (Manual Employees)	23
Substitutes Appointed to Part Time or Full Time Positions	13
Summer Bus Runs (Transportation Employees)	24
Summer Hours (Clerical Employees)	18
Summer Hours (Manual Employees)	21
Supplemental Benefits	12
Stipend – Registered Nurses with Bachelor’s Degree	27

T

Teacher Aides	25
Telephone Reimbursement (Clerical Employees)	20
Termination (Clerical Employees)	19
Termination & Layoff, Non-Competitive & Labor Class Employees (Clerical)	20
Termination & Layoff, Non-Competitive & Labor Class Employees (Manual)	24
Termination & Layoff, Non-Competitive & Labor Class Employees (School Monitors)	27
Termination & Layoff, Non-Competitive & Labor Class Employees (Teacher Aides)	25
Termination & Layoff, Non-Competitive & Labor Class Employees (RN & LPN)	27
Termination & Layoff, Non-Competitive & Labor Class Employees (Transportation)	25
Transfers (Clerical Employees)	19
Transfer (Manual Employees)	23
Transfer (Teacher Aides)	25
Transportation	24

U

Uniforms (Manual Employees)	23
Union Dues (Checkoff)	2
Union Telephone	17
Use of Personal Auto for School District Business	18

V

Vacations	15
Vacation Pay	15
Vacation Time for Death Benefit, Termination, Retirement, Etc.	15

W

Witnesseth	1
Work Day (Transportation)	24
Workers’ Compensation (Job Injury)	8
Work Time (Registered Nurses & Licensed Practical Nurses)	26
Work Time (School Monitors)	27
Work Time (Teacher Aides)	26
Work Year, Work Day (Clerical Employees)	19
Work Year, Work Day (Manual Employees)	22
Work Year, Work Day (Registered Nurses & Licensed Practical Nurses)	26
Work Year, Work Day (School Monitors)	27
Work Year, Work Day (Teacher Aides)	26

July 1, 2012 to June 30, 2015

Pre 2012 Schedule		1	2	3	4	5	6	7	8	9	10	12	15	20	25	30
12 mos.	Acct.Clk./Per.Clk./Sr.Steno	48,036	47,888	49,699	51,510	53,320	55,129	56,983	58,792		60,606		62,418	64,227	1,000	2,000
	Sr.Acct.Clk./Sr.Per.Clk	48,731	50,625	52,477	54,457	56,227	58,118	60,018	61,866		63,764		65,660	67,516	1,000	2,000
	Sr.Typ.Clk./Steno/Sr. Lib. Clk	43,422	44,981	46,540	48,096	49,612	51,170	52,731	54,330		55,847		57,404	58,917	1,000	2,000
	Typ.Clk.	40,266	41,825	43,422	44,982	46,456	48,052	49,574	51,170		52,729		54,248	55,847	1,000	2,000
	Prin. Acct. Clk./Prin. Personnel Clk.	52,982	54,836	56,730	58,752	60,518	62,375	64,271	66,164		68,058		69,912	71,853	1,000	2,000
	Accountant	65,326	67,219	69,112	71,137	72,862	74,757	76,653	78,506		80,443		82,328	84,189	1,000	2,000
10 1/2 mos.	Typ. Clk.	35,309	36,676	38,078	39,446	40,745	42,137	43,472	44,878		46,243		47,571	48,974	850	1,850
	Sr.Typ.Clk./Steno	38,078	39,446	40,812	42,177	43,514	44,878	46,248	47,646		48,981		50,340	51,674	850	1,850
	Sr.Steno/Personnel Clk.	40,369	41,994	43,584	45,179	46,762	48,349	49,973	51,559		53,147		54,736	56,322	1,000	2,000
10 mos.	Typist Clerk	33,612	34,907	36,240	37,542	38,778	40,105	41,378	42,712		44,017		45,277	46,617	850	1,850
	Sr. Library Clerk	36,240	37,542	38,851	40,141	41,416	42,712	44,017	45,347		46,617		47,911	49,182	850	1,850
12 mos.	Cleaner	42,455	44,188	46,010	47,796	49,625	51,405	53,089	54,923		56,653		58,481	60,263	1,000	2,000
	Custodian	46,010	47,796	49,625	51,405	53,088	54,923	56,653	58,481		60,263		61,996	63,824	1,000	2,000
	Asst.Hd.Cust./Bus Dispatcher	49,625	51,405	53,190	54,968	56,701	58,481	60,263	62,093		63,824		65,603	67,340	1,000	2,000
	Head Custodian I	52,609	54,728	56,799	58,863	60,938	63,004	65,126	67,192		69,264		71,334	73,406	1,000	2,000
	Head Custodian II	55,689	57,857	59,975	62,236	64,261	66,424	68,590	70,710		72,871		75,039	77,154	1,000	2,000
	Head Custodian III	58,671	60,938	63,245	65,511	67,725	69,983	72,247	74,559		76,822		79,086	81,343	1,000	2,000
	Groundskeeper	44,715	46,497	48,181	50,009	51,742	54,007	56,317	58,481		60,646		62,908	65,126	1,000	2,000
	Maintenance Helper	44,715	46,497	48,181	50,009	51,742	54,007	56,317	58,481							
	Maintainer/Stores Clerk	51,405	53,088	54,923	56,653	58,914	61,178	63,344	65,558		67,818		69,983	72,200	1,000	2,000
	Maint.Sup.I	69,406	76,292	78,647	80,912	83,219	85,484	87,794	90,105		93,540		94,723	96,987	1,000	2,000
	Bus Driver	47,462	49,336	51,216	52,995	54,777	56,653	58,481	60,308		62,188		63,969	65,847	1,000	2,000
	Auto Mechanic	51,405	53,088	54,923	56,653	58,914	61,178	63,344	65,558		67,818		69,983	72,200	1,000	2,000
	Motor Vehicle Operator	44,188	46,010	47,796	49,625	51,405	53,088	54,923	56,653	58,481	60,263		61,996	63,823	1,000	2,000
	Security Aide	35,810	37,208	39,230	41,247	43,272	45,294	47,314	49,336		51,260		53,280	55,305	1,000	2,000
10 mos.	Bus Driver	38,333	39,849	41,365	42,804	44,244	45,759	47,236	48,710		50,229		51,667	53,183	1,000	2,000
10 mos.	Teacher Aide I-R	15,676	16,766	18,468	20,222	21,919	23,466		24,613		TA II					
	Teacher Aide II	16,643	18,091	19,660	21,388	23,113	24,740	26,282	27,576		28,844	30,135	850	1,700	2,550	3,400
10 mos.	Registered Nurse	42,196	43,783	45,461	47,082	48,665	50,346		51,938		53,587		1,000	2,000	3,000	4,000
10 mos.	School Monitor	17,815	19,383	21,066	22,769	24,370	25,912	27,156	28,432		29,675	30,948	850	1,700	2,550	3,400

July 1, 2015/January 1, 2016

Pre 2015/2016

(2% as of July 1, 2015) (Step as of Jan. 1, 2016)

(2% as of July 1, 2015) (Step as of Jan. 1, 2016)		1	2	3	4	5	6	7	8	9	10	12	15	20	25	30
12 mos.	Acct.Clk./Per.Clk/Sr.Steno	46,957	48,846	50,693	52,540	54,386	56,232	58,123	59,968		61,818		63,666	65,512	1,000	2,000
	Sr.Acct.Clk./Sr.Per.Clk	49,706	51,638	53,527	55,546	57,352	59,280	61,218	63,103		65,039		66,973	68,866	1,000	2,000
	Sr.Typ.Clk./Steno/Sr. Lib. Clk	44,290	45,881	47,471	49,058	50,604	52,193	53,786	55,417		56,964		58,552	60,095	1,000	2,000
	Typ.Clk.	41,071	42,662	44,290	45,882	47,385	49,013	50,565	52,193		53,784		55,333	56,964	1,000	2,000
	Prin. Acct. Clk./Prin. Personnel Clk.	54,042	55,933	57,865	59,927	61,728	63,623	65,556	67,487		69,419		71,310	73,290	1,000	2,000
	Accountant	66,633	68,563	70,494	72,560	74,319	76,252	78,186	80,076		82,052		83,975	85,873	1,000	2,000
10 1/2 mos.	Typ. Clk.	36,015	37,410	38,840	40,235	41,560	42,980	44,341	45,776		47,168		48,522	49,953	850	1,850
	Sr.Typ.Clk./Steno	38,040	40,235	41,628	43,021	44,384	45,776	47,173	48,599		49,961		51,347	52,707	850	1,850
	Sr.Steno/Personnel Clk.	41,176	42,834	44,456	46,083	47,697	49,316	50,972	52,590		54,210		55,831	57,448	1,000	2,000
10 mos.	Typist Clerk	34,284	35,605	36,965	38,293	39,554	40,907	42,206	43,566		44,897		46,183	47,549	850	1,850
	Sr. Library Clerk	36,965	38,293	39,628	40,944	42,244	43,566	44,897	46,254		47,549		48,869	50,166	850	1,850
12.mos.	Cleaner	43,304	45,072	46,930	48,752	50,618	52,433	54,151	56,021		57,788		59,651	61,468	1,000	2,000
	Custodian	46,930	48,752	50,618	52,433	54,150	56,021	57,786	59,651		61,468		63,236	65,100	1,000	2,000
	Asst.Hd.Cust./Bus Dispatcher	50,618	52,433	54,254	56,067	57,835	59,651	61,468	63,335		65,100		66,915	68,687	1,000	2,000
	Head Custodian I	53,661	55,823	57,935	60,040	62,157	64,264	66,429	68,536		70,649		72,761	74,874	1,000	2,000
	Head Custodian II	56,803	59,014	61,175	63,481	65,546	67,752	69,962	72,124		74,328		76,540	78,697	1,000	2,000
	Head Custodian III	59,844	62,157	64,510	66,821	69,080	71,383	73,692	76,050		78,358		80,668	82,970	1,000	2,000
	Groundskeeper	45,609	47,427	49,145	51,009	52,777	55,087	57,443	59,651		61,859		64,166	66,429	1,000	2,000
	Maintenance Helper	45,609	47,427	49,145	51,009	52,777	55,087	57,443	59,651							
	Maintainer/Stores Clerk	52,433	54,150	56,021	57,786	60,092	62,402	64,611	66,869		69,174		71,383	73,644	1,000	2,000
	Maint.Sup.I	70,794	77,818	80,220	82,530	84,883	87,194	89,550	91,907		95,411		96,617	98,927	1,000	2,000
	Bus Driver	48,411	50,323	52,240	54,055	55,873	57,786	59,651	61,514		63,432		65,248	67,164	1,000	2,000
	Auto Mechanic	52,433	54,150	56,021	57,786	60,092	62,402	64,611	66,869		69,174		71,383	73,644	1,000	2,000
	Motor Vehicle Operator	45,072	46,930	48,752	50,618	52,433	54,150	56,021	57,786	59,651	61,468		63,236	65,099	1,000	2,000
	Security Aide	36,526	37,952	40,015	42,072	44,137	46,200	48,260	50,323		52,285		54,346	56,411	1,000	2,000
10 mos.	Bus Driver	39,100	40,646	42,192	43,660	45,128	46,674	48,181	49,684		51,234		52,700	54,247	1,000	2,000
10 mos.	Teacher Aide I-R	15,990	17,101	18,837	20,626	22,357	23,935		25,105		TA II					
	Teacher Aide II	16,976	18,453	20,053	21,816	23,575	25,235	26,808	28,128		29,421	30,738	850	1,700	2,550	3,400
10 mos.	Registered Nurse	43,040	44,659	46,370	48,024	49,638	51,353		52,977		54,659		1,000	2,000	3,000	4,000
10 mos.	School Monitor	18,171	19,771	21,487	23,224	24,857	26,430	27,699	29,001		30,269		850	1,700	2,550	3,400

Salaries reflect a 2% Increase

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary

All personnel whose beginning shift falls between 12 Noon & 5PM shall be paid \$375 above their annual base salary

All personnel whose beginning shift falls between 10 PM & 2 AM shall be paid \$536 above their annual salary

A minimum of five(5) years as a craftsman will be a requirement for placement on the Maintainer's salary scale. One step credit shall be given for each additional five(5) years experience

Working Section Chiefs shall be paid \$1713 above their annual base salary

Pre 2/16/2017

1/1 and 1/2 SWS as of Jan. 1, 201

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July 1, 2012 to June 30, 2015

Post 2012 Schedule	1	2	3	4	5	6	7	8	9	10	15	20	25	30
12 mos. Acct.Clk./Per.Clk/Sr.Steno/Prin.Typ.Clk.	40,130	41,727	43,395	46,035	47,888	49,699	51,510	53,320	55,129	58,983	850	1,700	2,700	3,700
Sr.Acct.Clk./Sr.Per.Clk/Steno Secy.	42,479	44,172	45,939	48,731	50,625	52,477	54,457	56,226	58,118	60,017	850	1,700	2,700	3,700
Sr.Typ.Clk./Steno/Sr. Lib. Clk	37,833	39,357	40,936	43,422	44,982	46,540	48,096	49,612	51,170	52,732	850	1,700	2,700	3,700
Typ.Clk.	35,104	36,498	37,958	40,256	41,822	43,422	44,983	46,456	48,052	49,574	850	1,700	2,700	3,700
Prin. Acct. Clk./Prin.Pers.Clk/Asst PR Super.	46,179	48,025	49,946	52,982	54,836	56,730	58,752	60,518	62,375	64,271	850	1,700	2,700	3,700
Accountant/Purchasing Agent	56,936	59,211	61,582	65,326	67,219	69,112	71,137	72,862	74,757	76,653	850	1,700	2,700	3,700
IT Specialist I	59,898	61,752	63,605	65,513	67,479	69,504	71,589	73,736	75,948	78,227	850	1,700	2,700	3,700
IT Specialist II/Data Analyst	79,272	81,649	84,099	86,622	89,221	91,897	94,654	97,494	100,419	103,431	850	1,700	2,700	3,700
IT Specialist III	88,016	90,657	93,376	96,178	99,063	102,035	105,096	108,248	111,497	114,841	850	1,700	2,700	3,700
Info Tech Aide II	38,513	40,055	41,657	44,188	46,010	47,796	49,625	51,405	53,008	54,923	850	1,700	2,700	3,700
Webmaster	65,756	67,728	69,760	71,853	74,009	76,229	78,516	80,871	83,298	85,795	850	1,700	2,700	3,700
10 1/2 mos. Typ. Clk.	30,783	32,006	33,288	35,316	36,676	38,078	39,447	40,745	42,137	43,476	850	1,700	2,700	3,400
Sr.Typ.Clk./Steno	33,183	34,520	35,898	38,078	39,455	40,820	42,177	43,514	44,878	46,248	850	1,700	2,700	3,400
Sr.Steno/Personnel Clk.	35,189	36,596	38,053	40,375	41,992	43,592	45,170	46,758	48,343	49,969	850	1,700	2,700	3,700
10 mos. Occupational Therapist	60,492	62,912	65,429	69,407	76,291	78,649	80,912	83,218	85,485	87,797	850	1,700	2,700	3,700
Typist Clerk	29,297	30,461	31,681	33,612	34,907	36,240	37,542	38,778	40,105	41,378	850	1,700	2,550	3,400
Sr. Library Clerk	31,582	32,855	34,166	36,240	37,542	38,852	40,142	41,415	42,708	44,017	850	1,700	2,550	3,400
12 mos. NYS Director of Facilities III	127,308	129,854	132,451	135,100	137,802	140,558	143,369	146,237	149,162	152,145	850	1,700	2,700	3,700
Cleaner	37,002	38,483	40,022	42,455	44,188	46,010	47,796	49,625	51,405	53,088	850	1,700	2,700	3,700
Custodian	40,116	41,707	43,375	46,010	47,796	49,625	51,405	53,088	54,923	56,653	850	1,700	2,700	3,700
Asst.Hd.Cust./Bus Dispatcher	43,237	44,983	46,781	49,625	51,405	53,190	54,968	56,701	58,481	60,263	850	1,700	2,700	3,700
Head Custodian I/Driver Trainer	45,864	47,688	49,595	52,609	54,728	56,799	58,863	60,939	63,004	65,126	850	1,700	2,700	3,700
Head Custodian II	48,548	50,478	52,499	55,689	57,858	59,975	62,237	64,261	66,424	68,591	850	1,700	2,700	3,700
Head Custodian III/Secretary Superintendent	51,144	53,183	55,308	58,671	60,939	63,245	65,511	67,725	69,983	72,247	850	1,700	2,700	3,700
Groundskeeper	38,971	40,531	42,151	44,715	46,497	48,182	50,009	51,742	54,007	56,317	850	1,700	2,700	3,700
Maintainer/Stores Clerk	44,804	46,597	48,458	51,405	53,088	54,923	56,653	58,914	61,178	63,344	850	1,700	2,700	3,700
Maint.Sup.I/Sr.Main./Super of Transp.	60,492	62,911	65,427	69,406	76,291	78,647	80,912	83,219	85,483	87,794	850	1,700	2,700	3,700
Auto Mechanic/Auto Servicer	44,804	46,597	48,458	51,405	53,088	54,923	56,653	58,914	61,178	63,344	850	1,700	2,700	3,700
Motor Repair Supervisor	58,000	60,320	62,733	66,547	73,148	75,409	77,580	79,792	81,962	84,175	850	1,700	2,700	3,700
Motor Vehicle Operator	38,513	40,055	41,657	44,188	46,010	47,796	49,625	51,405	53,008	54,923	850	1,700	2,700	3,700
Security Aide	31,211	32,459	33,758	35,809	37,208	39,230	41,248	43,272	45,294	47,314	850	1,700	2,700	3,700
10 mos. Security Aide	24,008	24,968	25,968	27,545	28,622	30,177	31,729	33,286	34,842	36,395	600	1,200	1,800	2,400
Teacher Aide I	13,799	14,351	14,926	15,676	16,766	18,468	20,222	21,919	23,466	24,041	600	1,200	1,800	2,400
Teacher Aide II (60 College Cr.)	14,770	15,322	15,898	16,643	18,090	19,661	21,387	23,113	24,738	26,282	600	1,200	1,800	2,400
10 mos. Registered Nurse	36,234	37,682	39,189	42,196	43,782	45,461	47,082	48,666	50,345	51,142	850	1,700	2,700	3,700
Lic. Practical Nurse	27,269	28,360	29,494	31,757	32,950	34,212	35,433	36,625	37,890	38,489	850	1,700	2,700	3,700
10 mos School Monitor	15,526	16,149	16,795	17,814	19,382	21,066	22,769	24,370	25,912	27,156	600	1,200	1,800	2,400

July 1, 2015/January 1, 2016

Post 2015

(2% as of July 1, 2015) (Step as of Jan. 1, 2016)

	1	2	3	4	5	6	7	8	9	10	15	20	25	30
12 mos. Acct.Clk./Per.Clk/Sr.Steno/Prin.Typ.Clk.	40,933	42,562	44,263	46,956	48,846	50,693	52,540	54,386	56,232	58,123	850	1,700	2,700	3,700
Sr.Acct.Clk./Sr.Per.Clk/Steno Secy.	43,329	45,055	46,858	48,706	51,638	53,527	55,546	57,351	59,280	61,217	850	1,700	2,700	3,700
Sr.Typ.Clk./Steno/Sr. Lib Clk	38,590	40,144	41,755	44,290	45,882	47,471	49,058	50,604	52,193	53,787	850	1,700	2,700	3,700
Typ.Clk.	35,806	37,228	38,717	41,071	42,658	44,290	45,883	47,385	49,013	50,565	850	1,700	2,700	3,700
Prin. Acct. Clk./Prin.Pers.Clk/Asst.LPR Super	47,103	48,886	50,945	54,042	55,933	57,865	59,927	61,728	63,623	65,556	850	1,700	2,700	3,700
Accountant/Purchasing Agent	58,075	60,395	62,814	66,533	68,563	70,494	72,560	74,319	76,252	78,186	850	1,700	2,700	3,700
IT Specialist I	61,096	62,987	64,877	66,823	68,829	70,894	73,021	75,211	77,467	79,792	850	1,700	2,700	3,700
IT Specialist II/Data Analyst	80,857	83,282	85,781	88,354	91,005	93,735	96,547	99,444	102,427	105,500	850	1,700	2,700	3,700
IT Specialist III	89,776	92,470	95,244	98,102	101,044	104,076	107,198	110,413	113,727	117,138	850	1,700	2,700	3,700
Info Tech Aide II	39,283	40,850	42,490	45,072	46,930	48,752	50,618	52,433	54,068	56,021	850	1,700	2,700	3,700
Webmaster	67,071	69,083	71,155	73,290	75,489	77,754	80,086	82,488	84,964	87,512	850	1,700	2,700	3,700
10 1/2 mos. Typ Clk	31,389	32,646	33,954	36,022	37,410	38,840	40,236	41,560	42,980	44,346	850	1,700	2,700	3,400
Sr.Typ.Clk./Steno	33,847	35,210	36,616	38,840	40,244	41,636	43,021	44,384	45,776	47,173	850	1,700	2,700	3,400
Sr.Steno/Personnel Clk.	35,893	37,328	38,814	41,183	42,832	44,464	46,073	47,693	49,310	50,968	850	1,700	2,700	3,700
10 mos Occupational Therapist	61,702	64,170	66,738	70,795	77,817	80,222	82,530	84,882	87,195	89,553	850	1,700	2,700	3,700
Typist Clerk	29,883	31,070	32,315	34,284	35,605	36,965	38,293	39,554	40,907	42,206	850	1,700	2,550	3,400
Sr. Library Clerk	32,214	33,512	34,849	36,965	38,293	39,629	40,945	42,243	43,562	44,897	850	1,700	2,550	3,400
12.mos. NYS Director of Facilities II	129,854	132,451	135,100	137,802	140,558	143,369	146,236	149,162	152,145	155,188	850	1,700	2,700	3,700
Cleaner	37,742	39,253	40,822	43,304	45,072	46,930	48,752	50,618	52,433	54,150	850	1,700	2,700	3,700
Custodian	40,918	42,541	44,243	46,930	48,752	50,618	52,433	54,150	56,021	57,786	850	1,700	2,700	3,700
Asst.Hd Cust./Bus Dispatcher	44,102	45,883	47,717	50,618	52,433	54,254	56,067	57,835	59,651	61,468	850	1,700	2,700	3,700
Head Custodian I/Driver Trainer	46,781	48,642	50,587	53,661	55,823	57,935	60,040	62,158	64,264	66,429	850	1,700	2,700	3,700
Head Custodian II	49,519	51,488	53,549	56,803	59,015	61,175	63,482	65,546	67,752	69,963	850	1,700	2,700	3,700
Head Custodian III/Secretary Superintendent	52,167	54,247	56,414	59,844	62,158	64,510	66,821	69,080	71,383	73,692	850	1,700	2,700	3,700
Groundskeeper	39,750	41,342	42,994	45,609	47,427	49,146	51,009	52,777	55,087	57,443	850	1,700	2,700	3,700
Maintainer/Stores Clerk	45,700	47,529	49,427	52,433	54,150	56,021	57,786	60,092	62,402	64,611	850	1,700	2,700	3,700
Maint.Sup./Sr.Main./Super of Transp	61,702	64,169	66,736	70,794	77,817	80,220	82,530	84,883	87,193	89,550	850	1,700	2,700	3,700
Auto Mechanic/Auto Servicer	45,700	47,529	49,427	52,433	54,150	56,021	57,786	60,092	62,402	64,611	850	1,700	2,700	3,700
Motor Repair Supervisor	59,160	61,526	63,988	67,878	74,611	76,917	79,132	81,388	83,601	85,859	850	1,700	2,700	3,700
Motor Vehicle Operator	39,283	40,856	42,490	45,072	46,930	48,752	50,618	52,433	54,068	56,021	850	1,700	2,700	3,700
Security Aide	31,835	33,108	34,433	36,525	37,952	40,015	42,073	44,137	46,200	48,260	850	1,700	2,700	3,700
10 mos. Security Aide	24,488	25,487	26,487	28,096	29,194	30,781	32,364	33,952	35,539	37,123	600	1,200	1,800	2,400
Teacher Aide I	14,075	14,638	15,225	15,990	17,101	18,837	20,626	22,357	23,935	24,522	600	1,200	1,800	2,400
Teacher Aide II (60 College Cr.)	15,065	15,628	16,216	16,976	18,452	20,054	21,815	23,575	25,233	26,808	600	1,200	1,800	2,400
10 mos. Registered Nurse	36,959	38,436	39,973	43,040	44,658	46,370	48,024	49,639	51,352	52,165	850	1,700	2,700	3,700
Lic Practical Nurse	27,814	28,827	30,084	32,392	33,605	34,896	36,142	37,358	38,648	39,255	850	1,700	2,700	3,700
10 mos School Monitor	15,837	16,472	17,131	18,170	19,770	21,487	23,224	24,857	26,430	27,699	600	1,200	1,800	2,400

Salaries reflect a 2% increase

Registered Nurses with a BA Degree shall be paid \$2500 above their annual base salary

All personnel whose beginning shift falls between 12 Noon & 5PM shall be paid \$375 above their annual base salary

All personnel whose beginning shift falls between 10 PM & 2 AM shall be paid \$536 above their annual salary

A minimum of five(5) years as a craftsman will be a requirement for placement on the Maintainer's salary scale. One step credit shall be given for each additional five(5) years experience

Working Section Chiefs shall be paid \$1713 above their annual base salary

July 1, 2012 to June 30, 2015

Part-Time/Hourly/Substitutes 2012

New 3.0%

Employees Pre 98

Title	Rate
Auto Mechanic	\$19.15
Bus Attendant	\$15.42
Bus Driver	\$19.15
Cleaner	\$15.42
Clerical	\$15.42
Laborer	\$15.42
Maintainer Helper	\$19.15
Registered Nurse	\$21.06
School Monitor (1-5)	\$13.51
School Monitor (6)	\$14.06
Security Aide	\$16.56
Teacher Aide (I)	\$13.51
Teacher Aide (II)	\$14.82

Post 5/21/98

Employees

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Auto Mechanic	\$16.32	\$16.50	\$16.65	\$16.84	\$16.99	\$17.17	\$17.34	\$17.52	\$17.69	\$19.15	
Bus Attendant	\$12.63	\$12.74	\$12.88	\$13.00	\$13.13	\$13.27	\$13.40	\$13.53	\$13.67	\$15.42	
Bus Driver	\$16.32	\$16.50	\$16.65	\$16.84	\$16.99	\$17.17	\$17.34	\$17.52	\$17.69	\$19.15	
Cleaner	\$12.63	\$12.74	\$12.88	\$13.00	\$13.13	\$13.27	\$13.40	\$13.53	\$13.67	\$15.42	
Clerical	\$12.63	\$12.74	\$12.88	\$13.00	\$13.13	\$13.27	\$13.40	\$13.53	\$13.67	\$15.42	
Laborer	\$11.87	\$11.99	\$12.12	\$12.23	\$12.36	\$12.49	\$12.61	\$12.73	\$12.87	\$15.42	
Maintainer Helper	\$16.32	\$16.50	\$16.65	\$16.84	\$16.99	\$17.17	\$17.34	\$17.52	\$17.69	\$19.15	
Lic. Practical Nurse	\$15.18	\$15.34	\$15.49	\$15.66	\$15.80	\$15.97	\$16.12	\$16.29	\$16.44	\$16.65	
Registered Nurse	\$17.96	\$18.15	\$18.32	\$18.51	\$18.70	\$18.88	\$19.08	\$19.27	\$19.46	\$21.06	
School Monitor	\$10.99	\$11.10	\$11.21	\$11.32	\$11.43	\$11.56	\$11.68	\$11.79	\$11.91	\$13.50	\$14.06
Security Aide	\$13.74	\$13.87	\$14.02	\$14.15	\$14.29	\$14.45	\$14.59	\$14.74	\$14.89	\$16.56	
Teacher Aide (I)	\$11.14	\$11.24	\$11.36	\$11.47	\$11.59	\$11.71	\$11.83	\$11.95	\$12.07	\$13.50	
Teacher Aide (II)	\$11.99	\$12.11	\$12.24	\$12.36	\$12.47	\$12.61	\$12.73	\$12.86	\$12.98	\$14.82	

July 1, 2015/January 1, 2016

Post 5/21/98

(2% as of July 1, 2015) (Step as of Jan. 1, 2016)

Employees

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Auto Mechanic	\$16.65	\$16.83	\$16.98	\$17.18	\$17.33	\$17.51	\$17.69	\$17.87	\$18.04	\$19.53	
Bus Attendant	\$12.88	\$12.99	\$13.14	\$13.26	\$13.39	\$13.54	\$13.67	\$13.80	\$13.94	\$15.73	
Bus Driver	\$16.65	\$16.83	\$16.98	\$17.18	\$17.33	\$17.51	\$17.69	\$17.87	\$18.04	\$19.53	
Cleaner	\$12.88	\$12.99	\$13.14	\$13.26	\$13.39	\$13.54	\$13.67	\$13.80	\$13.94	\$15.73	
Clerical	\$12.88	\$12.99	\$13.14	\$13.26	\$13.39	\$13.54	\$13.67	\$13.80	\$13.94	\$15.73	
Laborer	\$12.11	\$12.23	\$12.36	\$12.47	\$12.61	\$12.74	\$12.86	\$12.98	\$13.13	\$15.73	
Maintainer Helper	\$16.65	\$16.83	\$16.98	\$17.18	\$17.33	\$17.51	\$17.69	\$17.87	\$18.04	\$19.53	
Lic. Practical Nurse	\$15.48	\$15.65	\$15.80	\$15.97	\$16.12	\$16.29	\$16.44	\$16.62	\$16.77	\$16.98	
Registered Nurse	\$18.32	\$18.51	\$18.69	\$18.88	\$19.07	\$19.26	\$19.46	\$19.66	\$19.85	\$21.48	
School Monitor	\$11.21	\$11.32	\$11.43	\$11.55	\$11.66	\$11.79	\$11.91	\$12.03	\$12.15	\$13.77	\$14.34
Security Aide	\$14.01	\$14.15	\$14.30	\$14.43	\$14.58	\$14.74	\$14.88	\$15.03	\$15.19	\$16.89	
Teacher Aide (I)	\$11.36	\$11.46	\$11.59	\$11.70	\$11.82	\$11.94	\$12.07	\$12.19	\$12.31	\$13.77	
Teacher Aide (II)	\$12.23	\$12.35	\$12.48	\$12.61	\$12.72	\$12.86	\$12.98	\$13.12	\$13.24	\$15.12	

July 1, 2016/January 1, 2017

Post 5/21/98

(1% and 1/2 Step July 1, 2015 1/2 Step Jan. 1, 2017)

Employees

Title	Step 1	Step 1A	Step 2	Step 2A	Step 3	Step 3A	Step 4	Step 4A	Step 5	Step 5A	Step 6	Step 6A	Step 7	Step 7A	Step 8	Step 8A	Step 9	Step 9A	Step 10	Step 10A	Step 11
Auto Mechanic	\$16.81	\$16.91	\$17.00	\$17.06	\$17.15	\$17.25	\$17.35	\$17.43	\$17.50	\$17.60	\$17.69	\$17.78	\$17.86	\$17.96	\$18.05	\$18.14	\$18.22	\$18.98	\$19.73		
Bus Attendant	\$13.01	\$13.07	\$13.12	\$13.20	\$13.27	\$13.33	\$13.39	\$13.46	\$13.53	\$13.60	\$13.67	\$13.74	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.98	\$15.89		
Bus Driver	\$16.81	\$16.91	\$17.00	\$17.06	\$17.15	\$17.25	\$17.35	\$17.43	\$17.50	\$17.60	\$17.69	\$17.78	\$17.86	\$17.96	\$18.05	\$18.14	\$18.22	\$18.98	\$19.73		
Cleaner	\$13.01	\$13.07	\$13.12	\$13.20	\$13.27	\$13.33	\$13.39	\$13.46	\$13.53	\$13.60	\$13.67	\$13.74	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.98	\$15.89		
Clerical	\$13.01	\$13.07	\$13.12	\$13.20	\$13.27	\$13.33	\$13.39	\$13.46	\$13.53	\$13.60	\$13.67	\$13.74	\$13.80	\$13.87	\$13.94	\$14.01	\$14.08	\$14.98	\$15.89		
Laborer	\$12.23	\$12.29	\$12.35	\$12.42	\$12.49	\$12.54	\$12.60	\$12.67	\$12.73	\$12.80	\$12.87	\$12.93	\$12.99	\$13.05	\$13.11	\$13.19	\$13.26	\$14.57	\$15.89		
Maintainer Helper	\$16.81	\$16.91	\$17.00	\$17.06	\$17.15	\$17.25	\$17.35	\$17.43	\$17.50	\$17.60	\$17.69	\$17.78	\$17.86	\$17.96	\$18.05	\$18.14	\$18.22	\$18.98	\$19.73		
Lic. Practical Nurse	\$15.64	\$15.72	\$15.80	\$15.88	\$15.96	\$16.05	\$16.13	\$16.21	\$16.28	\$16.36	\$16.45	\$16.53	\$16.61	\$16.69	\$16.78	\$16.86	\$16.94	\$17.04	\$17.15		
Registered Nurse	\$18.50	\$18.60	\$18.70	\$18.79	\$18.87	\$18.97	\$19.07	\$19.17	\$19.26	\$19.36	\$19.45	\$19.55	\$19.66	\$19.75	\$19.85	\$19.95	\$20.05	\$20.87	\$21.70		
School Monitor	\$11.32	\$11.38	\$11.44	\$11.49	\$11.55	\$11.61	\$11.68	\$11.72	\$11.78	\$11.84	\$11.91	\$11.97	\$12.03	\$12.09	\$12.15	\$12.21	\$12.27	\$13.09	\$13.91	\$14.19	\$14.48
Security Aide	\$14.15	\$14.22	\$14.29	\$14.37	\$14.44	\$14.51	\$14.58	\$14.65	\$14.72	\$14.80	\$14.89	\$14.95	\$15.03	\$15.11	\$15.19	\$15.26	\$15.34	\$16.20	\$17.05		
Teacher Aide (I)	\$11.48	\$11.53	\$11.58	\$11.64	\$11.70	\$11.76	\$11.82	\$11.88	\$11.94	\$12.00	\$12.06	\$12.13	\$12.19	\$12.25	\$12.31	\$12.37	\$12.43	\$13.17	\$13.91		
Teacher Aide (II)	\$12.35	\$12.41	\$12.48	\$12.54	\$12.61	\$12.67	\$12.73	\$12.79	\$12.85	\$12.92	\$12.99	\$13.05	\$13.11	\$13.18	\$13.25	\$13.31	\$13.37	\$14.32	\$15.27		